

## FRANCHISE DISCLOSURE DOCUMENT



### OXI FRESH FRANCHISING CO., INC.

143 Union Boulevard, Suite 825

Lakewood, Colorado 80228

Telephone: 1-877-OXIFRESH

Fax: (303) 716-2955

[www.oxifresh.com](http://www.oxifresh.com)

[www.oxifreshfranchise.com](http://www.oxifreshfranchise.com)

Oxi Fresh Franchising Co., Inc., a Colorado corporation, is offering a franchise program known as Oxi Fresh Carpet Cleaning specializing in the cleaning of commercial and residential carpet, rugs, and upholstery. Oxi Fresh Businesses also offer tile and grout cleaning services, hardwood floor cleaning services, and other ancillary services.

The total investment necessary to begin operation of an Oxi Fresh Business franchise ranges from \$52,775 to \$82,830. This includes \$49,975 to \$57,400 (for a single franchise with a territory of up to 110,000 households) that must be paid to the franchisor or an affiliate. Additional franchises with territories of 110,000 households each can be acquired for an initial franchise fee of 75 percent of the then current Initial Franchise Fee for the first additional franchise and 65 percent of the then current Initial Franchise Fee for each additional franchise.

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 Jonathan Barnett at 143 Union Boulevard, Suite 825, Lakewood, Colorado 80228 and 1-877-OXIFRESH.

The terms of your contract will govern your franchise relationship. Don't rely on the Disclosure Document alone to understand your contract. Read all of your contract carefully. Show your contract 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: March 31, 2024, as amended April 1, 2024**

**For use in: AL, AK, AZ, AR, CO, CT, DE, DC, GA, FL, HI, ID, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT, NE, NV, NH, NJ, NM, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VT, VA, WI, WV, WY, and U.S. TERRITORIES (see State Effective Dates page for effective dates in certain states.)**

**Not for use in: CA, IL, NY, or WA**

## 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:

<b>QUESTION</b>	<b>WHERE TO FIND INFORMATION</b>
<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 Attachments I and J.
<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 Attachment K includes 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 OXI FRESH 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 OXI FRESH franchisee?</b>	Item 20 or Attachments I and J lists 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 customers, 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 Attachment L.

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(s) be highlighted:

1. **Out-of-State Dispute Resolution**. The franchise agreement requires you to resolve disputes with the franchisor by arbitration and/or litigation only in Colorado. Out-of-state arbitration or litigation may force you to accept a less favorable settlement for disputes. It may also cost more to arbitrate or litigate with the franchisor in Colorado than in your own state.
2. **Spousal Liability**. Your spouse must sign a document that makes your spouse 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.
3. **Inventory Control**. You must make inventory and supply purchases of at least 3 percent of your gross revenues, even if you do not need that much. Your inability to make these purchases or to maintain inventory levels may result in termination of your franchise and loss of your investment.

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.



## INFORMATION FOR PROSPECTIVE FRANCHISEES IN 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 [the Michigan Franchise Investment Law]. 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 provisions 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 five 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 six 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. (The above language has been included in this Disclosure Document as a condition for registration. We and you do not agree that the parties are restricted from choosing to conduct arbitration outside of Michigan and believe that each of the provisions of the Franchise Agreement, including each of the arbitration provisions, is fully enforceable. We and you intend to rely on the federal pre-emption under the Federal Arbitration Act.)
- (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 franchisee 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.

**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.**

If the franchisor's most recent financial statements are unaudited and show a net worth of less than \$100,000, the franchisor shall, at the request of a franchisee, arrange for the escrow of initial investment and other funds paid by the franchisee or subfranchisor until the obligations 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.

Any questions regarding the notice should be directed to:

State of Michigan  
Department of Attorney General  
Franchise Section - Consumer Protection Division  
G. Mennen Williams Building, 1<sup>st</sup> Floor  
525 W. Ottawa Street  
Lansing, Michigan 48933  
Telephone Number: (517) 373-7117

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**ATTACHMENTS TO DISCLOSURE DOCUMENT:**

- A Franchise Agreement
- B Confidentiality/Application Agreement
- C Nondisclosure and Noncompetition Agreement
- D Statement of Prospective Franchisee
- E Territory Reservation Deposit Agreement
- F Form of Successor Franchise Rider to Franchise Agreement
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- H Operations Manual Table of Contents
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- J List of Franchisees Who Have Left the System
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- L List of Administrators/Agents for Service of Process
- M State Specific Addenda with State Effective Dates Page

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

Oxi Fresh Franchising Co., Inc., a Colorado corporation, is offering to prospective franchisees the opportunity to operate an OXI FRESH Business in accordance with the terms described in this Disclosure Document. To simplify the language in this Disclosure Document, the terms “we” or “us” means Oxi Fresh Franchising Co., Inc., the franchisor (but not our officers, directors, agents or employees). “You” means the person who buys a franchise from us. If you are a corporation, partnership or other entity, certain provisions of our Franchise Agreement also apply to your owners, officers and directors and will be noted. Unless otherwise indicated, the term “OXI FRESH Business” means a franchised business specializing in the cleaning of commercial and residential carpets, rugs, and upholstery, but that may also offer tile and grout floor cleaning, hardwood floor cleaning, and other ancillary services, all using our methods.

**The Franchisor, Its Parent and Its Affiliates.** We are a Colorado corporation, incorporated on August 17, 2006. We do business under our corporate name and no other name. We offer and sell franchises that operate under the name “Oxi Fresh Carpet Cleaning.” Our principal business and mailing address is 143 Union Boulevard, Suite 825, Lakewood, Colorado U.S.A. 80228. Our agents for service of process are disclosed in Attachment L.

**Parent.** We are owned by Barnett Enterprises Corp. (“BEC”). BEC owns all of the Marks (defined below) used in an OXI FRESH Business. BEC’s principal place of business is the same as ours. We have no predecessors.

**Affiliates.** We are affiliated with the following companies that (1) conduct business of the type being offered under this Disclosure Document, (2) offer franchises in any line of business, or (3) provide products or services to our franchisees. Each of these companies is wholly owned by BEC unless otherwise noted below:

Name	Principal Business Address	Business Operations
Oxi Fresh of Denver, Inc. (“ <b>Oxi Fresh of Denver</b> ”)	143 Union Boulevard, Suite 825 Lakewood, Colorado 80228	Oxi Fresh of Denver operates an OXI FRESH Business in the Denver, Colorado area.
Fresh Sweeps Franchising Co., Inc. (“ <b>Fresh Sweeps</b> ”)	143 Union Boulevard, Suite 825 Lakewood, Colorado 80228	Fresh Sweeps intends to begin offering franchises for businesses specializing in residential and commercial chimney sweeping, dryer vent and air duct cleaning, light maintenance and repair of chimneys, fireplaces, and home heater appliances such as wood stoves, pellet stoves, and gas stoves, and animal removal services.
Elephant In The Room Franchising Company, LLC (“ <b>Elephant in the Room</b> ”)	3920 W 91st Street S. Tulsa, Oklahoma 74132	Elephant in the Room offers franchises for men’s grooming lounge businesses that provide haircut, grooming, and related services and products.

**Prior Business Experience.** We have been engaged in the sale of franchises to operate OXI FRESH Businesses since 2006. We currently do not operate any OXI FRESH Businesses. Our affiliate Oxi Fresh of Denver has operated a business similar to an OXI FRESH Business described in this Disclosure Document since its inception in 2006. BEC also has owned an OXI FRESH Business in Arizona since October 2020, although the business has not been actively operated in that time. Two former affiliates of ours, Barnett-Nozak Carpet Cleaning, LLC d/b/a Oxi Fresh of San Francisco, a California limited liability company (“**Oxi Fresh of San Francisco**”) and Greenbaum Barnett Ventures, LLC (“**Greenbaum Barnett Ventures**”) each previously operated OXI FRESH Business, with Oxi Fresh of San Francisco operating in San Francisco, California from 2013 to 2016 and Greenbaum Barnett Ventures operating in Arizona from November 2020 to January 2024.

Our affiliate Elephant in the Room has offered franchises for men’s grooming lounge businesses since 2018, and has two franchised businesses in operation as of December 31, 2023. Our affiliate Fresh Sweeps intends to begin offering franchises for businesses offering chimney cleaning and similar services, but has not offered or sold any franchises as of the date of this Disclosure Document.

We are not currently engaged, and have not in the past engaged, in any business other than the sale of franchises for OXI FRESH Businesses. We may own or operate businesses similar to OXI FRESH Businesses, but we do not do so at present. Except as set forth above, neither we nor any of our affiliates or our parent currently offer, or have in the past offered, franchises in any line of business. None of our affiliates or parent currently provides any products or services to our franchisees, although they may do so in the future.

**OXI FRESH Business Franchise Program.** Under the Franchise Agreement (the “**Franchise Agreement**”), which is attached as Attachment A to this Disclosure Document, we offer qualified purchasers the right to establish and operate an OXI FRESH Business within a specified Territory (the “**Protected Territory**”). For an additional fee, purchasers may acquire the rights to additional Protected Territories and the rights to operate additional franchised OXI FRESH Businesses in those additional Protected Territories. If you will be acquiring rights to multiple Protected Territories, then each Protected Territory you acquire represents a separate OXI FRESH Business. If the additional OXI FRESH Business are purchased at the same time as your initial OXI FRESH Business, and if the Protected Territories in each of the OXI FRESH Businesses are adjacent, your OXI FRESH Businesses may be included in a single Franchise Agreement. Otherwise, you will execute separate Franchise Agreements. (If you are acquiring OXI FRESH Businesses to be located in additional Protected Territories, the terms “OXI FRESH Business” and “Protected Territory” as used herein shall refer collectively to all of your OXI FRESH Businesses and Protected Territories, as applicable, except in those cases where multiple OXI FRESH Businesses or Protected Territories are specifically addressed.)

The Franchise Agreement gives you the right to operate your OXI FRESH Business under the names and marks “OXI FRESH<sup>®</sup>” and “OXI FRESH CARPET CLEANING<sup>®</sup>”, the phrases “**THE WAY MOTHER NATURE CLEANS<sup>®</sup>**”, “**THE WORLD’S GREENEST CARPET CLEANER<sup>®</sup>**”, and “**THE WORLD’S GREENEST, CLEANEST CARPET CLEANER<sup>™</sup>**”, and other marks designated by us (all referred to as the “**Marks**”). You must operate in accordance with our unique system for operating the businesses and related licensed methods of doing business (the “**Licensed Methods**”), and according to our operations manual and other manuals (collectively, the “**Operations Manual**”), within the Protected Territory. (See Item 12 for details.)

As a franchisee of ours, you must offer carpet, rug, and upholstery cleaning services. Upon the payment of your Initial Franchise Fee, for each OXI FRESH Business that you acquire, we will provide to you an initial package of equipment and supplies (the “**Initial Equipment and Supplies Package**”) for

that OXI FRESH Business at no additional cost. See Items 7 and 11 below. You will purchase additional cleaning agents from approved suppliers of ours on an as needed basis.

In addition to offering carpet, rug, and upholstery cleaning services, OXI FRESH franchisees may also offer tile and grout cleaning services and hardwood floor cleaning services. You are not required to offer these additional cleaning services. If you elect to offer tile and grout cleaning services, you will need to acquire the tile and grout brushes that attach to your carpet cleaning machine and tile and grout cleaning agents from us or an approved supplier of ours. If you elect to offer hardwood floor cleaning services, you will need to acquire the hardwood floor cleaning machine and hardwood cleaning agents from us or an approved supplier of ours.

Under certain circumstances, you may reserve one or more Protected Territories for which you may acquire an OXI FRESH Business franchise within a 90-day time period in exchange for the payment of a nonrefundable deposit, as described in Item 5.

**Referral Payment.** If you refer a prospective franchisee to us who was not previously known to us, and that person becomes a franchisee of ours, we will, at our option, either (i) pay you a referral payment of \$2,500, or (ii) grant you a credit of \$3,500 to be applied toward your purchases of inventory and other materials from us. If the new franchisee pays its initial franchise fee in installments, the payment will be made or the credit will be applied on a pro rata basis within 30 days of the date on which funds are received from the franchisee. Otherwise, the payment will be made or the credit will be applied within 30 days of the date that the initial franchise fee is paid in full.

**The Market.** The market for your OXI FRESH Business includes owners or occupiers of residential and commercial buildings. The market is generally established and developed, but is growing as new buildings are constructed and owners and occupiers of existing building learn about the advantage of regular cleaning of their carpets, rugs, upholstery, tile and grout floors, and hardwood floors. The sales of the services are not seasonal.

**Laws and Regulations.** There are no specific federal laws regarding the operation of your OXI FRESH Business, but there may be laws and regulations in your state or county that may apply to your operation of your OXI FRESH Business.

You should familiarize yourself with federal, state and local laws of a more general nature that may affect the operation of your OXI FRESH Business, including employment, worker's compensation, insurance, corporate, taxing and licensing laws and regulations. In addition to laws and regulations that apply to businesses generally, your OXI FRESH Business may be subject to federal, state and local occupational safety and health regulations, Equal Employment Opportunity and Americans with Disabilities Act rules and regulations. Some jurisdictions may choose to regulate vigorously these and other laws that may adversely affect your ability to obtain the proper permits needed in order to open and operate your OXI FRESH Business. It will be your responsibility to inquire into and comply with all applicable laws and regulations related to the operation of your OXI FRESH Business.

Prior to signing the Franchise Agreement, we strongly recommend that you make sure that you will be able to obtain all necessary permits and licenses in order to operate your OXI FRESH Business in your Protected Territory. You may need to consult your attorney to help you understand the laws and regulations in your Protected Territory.

**Competition.** If you acquire an OXI FRESH Business, you will compete with other businesses offering similar products and services to the general public, as well as companies that sell or rent carpet cleaning machines for do-it-yourself homeowners.

## **ITEM 2 BUSINESS EXPERIENCE**

### **Director, President, Secretary and Treasurer: Jonathan L. Barnett**

Mr. Barnett is our founder. He has been the sole member of our Board of Directors and our President, Secretary, and Treasurer since our inception. He has also served as the sole member of the Board of Directors, and as the President, Secretary, and Treasurer of BEC and Oxi Fresh of Denver since their inceptions in 2006, and of Fresh Sweeps since its inception in 2017. Since October 2018, Mr. Barnett has been the Chairman of the Board of Directors and one of the Managers of Elephant In The Room, and he has also served as a Manager of its parent company EITR Holdings, LLC since its inception in 2013, and its affiliates that operate three lounges, Elephant In The Room, LLC, Elephant In The Room South Tulsa, LLC, and Elephant In The Room Broken Arrow, LLC, since their inceptions in 2011, 2013, and 2016, respectively. Since July 2022, Mr. Barnett has also served as a Director, and as Co-President and Treasurer, of Accelerated Prep based in Lakewood, Colorado. He is also director of BE Properties Corp. located in Lakewood, Colorado, a position he has held since June 2021. He previously served as a Manager of Greenbaum Barnett Ventures from its inception in October 2020 until January 2024. From February 2019 to June 2022, Mr. Barnett was a director of Building Futures based in Lakewood, Colorado.

### **Vice President: Kristopher A. Antolak**

Mr. Antolak has served as our Vice President since November 2014. He has been employed with us since December 2009, first as a Call Center Representative, then as Team Leader and Call Center Manager, and later as Director of Scheduling Center and Franchise Development. Mr. Antolak has served as a co-owner and manager of several franchised OXI FRESH Businesses over the past five years, and currently co-owns and manages a franchised OXI FRESH Business in Colorado.

### **Director of Cleaning Systems and On Boarding Specialist: Robert L. E. White**

Mr. White has been our Director of Cleaning Systems since September 2009 and our On Boarding Specialist since March 2019. From March 2007 to September 2009, he served as our Cleaning System Manager. He was formerly employed with Oxi Fresh of Denver from February 2006 to March 2019, initially serving as an employee and beginning in March 2007 as its Operations Manager. He previously operated a franchised OXI FRESH Business in New Jersey from December 2011 to December 2013.

### **Director of Marketing and Design: Erin Banner**

Ms. Banner has been our Director of Marketing and Design since August 2013.

### **Director of Scheduling Center: Kelli K. Harbaugh**

Ms. Harbaugh has served as our Director of Scheduling Center since February 2018. She has been employed with us since September 2010, initially as a customer service representative, then as Scheduling Center Team Lead, and later as Scheduling Center Manager.

**Director of Operations: Jordan S. Keith**

Mr. Keith has been our Director of Operations since February 2018. Previously, he served as our Marketing Assistant from May 2015 to August 2015, and as our Operations Manager from September 2015 to January 2018. He has also served as Managing Member of JSKeith Enterprises, LLC, a franchisee of ours located in Arizona, since January 2024.

**Director of Franchise Development: Matt Kline**

Mr. Kline has served as our Director of Franchise Development since February 2018. Previously, from February 2014 to February 2018, he was a franchise developer for us.

**ITEM 3  
LITIGATION**

No litigation is required to be disclosed in this Item.

**ITEM 4  
BANKRUPTCY**

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

**ITEM 5  
INITIAL FEES**

You must pay to us an initial franchise fee (“**Initial Franchise Fee**”) of \$46,900 for your first franchise. The Initial Franchise Fee is paid in full when you execute the Franchise Agreement.

You may acquire additional franchises for the operation of additional OXI FRESH Businesses in additional Protected Territories. If you acquire multiple OXI FRESH Businesses which have adjacent Protected Territories at the same time, you will sign a single Franchise Agreement for all of these OXI FRESH Businesses. However, you will be required to execute a separate Franchise Agreement for any additional OXI FRESH Businesses that are acquired at a later date or that have Protected Territories that are not adjacent. If you acquire additional OXI FRESH Businesses, you must pay us an Initial Franchise Fee equal to 75 percent of the then current Initial Franchise Fee offered by us for your second OXI FRESH Business franchise acquired and an Initial Franchise Fee of equal to 65 percent of the then current Initial Franchise Fee offered by us for your third and subsequent OXI FRESH Business franchises. These amounts are due in full upon execution of the relevant Franchise Agreement addressing each OXI FRESH Business.

We are a member of the International Franchise Association’s VetFran initiative. If you have served as a veteran of the armed forces of the United States, you may be eligible to receive a discount of 10 percent off of the Initial Franchise Fee that would otherwise be due.

We offer franchisees the option to participate in additional training for “Commercial/Pull System” cleaning services and related marketing techniques (the “**Commercial/Pull System Training Program**”) for an additional fee of \$400 per attendee (the “**Commercial/Pull System Training Fee**”). The Commercial/Pull System Training Program provides instruction related to an alternative carpet cleaning method focused on the extraction of soil, stains, and other debris from carpet and upholstery



which is marketed primarily to commercial customers. This training and fee are optional. You may choose to participate in the Commercial/Pull System Training Program and pay the Commercial/Pull System Training Fee at the time you initially acquire your franchise, or at a later date, subject to the availability of the Commercial/Pull System Training Program.

The Initial Franchise Fee is fully earned and non-refundable once paid in consideration of administrative and other expenses incurred by us in entering into the Franchise Agreement and for our lost or deferred opportunity to enter into a Franchise Agreement with others. The Commercial/Pull System Training Fee is also fully earned and non-refundable once paid, if applicable. Except as is provided in this Item 5, the Initial Franchise Fee and Commercial/Pull System Training Fee are generally uniform to all persons currently acquiring a franchise, although we have negotiated a reduced Initial Franchise Fee in certain cases based on specific circumstances including in situations in which a franchisee is acquiring a large number of OXI FRESH Businesses.

You may, but are not required to, purchase from us additional optional machines and packages. You will be required to pay us for such items. These include additional cleaning agents, at a price of up to \$1,000, the tile and grout cleaning package, at a price of \$500, the upholstery cleaning package, at a price of \$950, and the hardwood floor cleaning package, at a price of \$2,625. Some of these items may be purchased from third parties instead of from us, which may be at prices that are higher or lower than the prices noted above. See Item 7 for the further details regarding these purchases. Payments for purchases of these optional machines and packages is non-refundable once made.

In certain cases and in our discretion, we may allow potential franchisees to “reserve” a Protected Territory in which they may later purchase an OXI FRESH Business franchise (the “**Reserved Territory**”). If you desire to reserve a Protected Territory, and we agree to let you do so, you and we will sign the “Territory Reservation Deposit Agreement” in the form attached as Attachment E (the “**Deposit Agreement**”). Under the Deposit Agreement, you will pay us a deposit of \$5,000 (the “**Deposit**”) for each Reserved Territory, and we will agree not to award a franchise for or operate our own OXI FRESH Business within that Reserved Territory for a period of 90 days (the “**Reservation Period**”). The Deposit will be credited against the Initial Franchise Fee for the OXI FRESH Business franchise for the Reserved Territory if you purchase it prior to the expiration of the Reservation Period, otherwise the Deposit is entirely nonrefundable in all circumstances. The Deposit may not be applied to the Initial Franchise Fee for an OXI FRESH Business franchise with a Protected Territory other than the Reserved Territory without our consent. If you execute a Deposit Agreement but fail to purchase the OXI FRESH Business franchises for the Reserved Territory within the Reservation Period, you forfeit the Deposit and must sign a release of any claims against us. If you execute a Deposit Agreement and desire to complete the purchase of the OXI FRESH Business franchises for the Reserved Territory, you must comply with all of our requirements for obtaining a franchise, including signing our Franchise Agreement and paying the full remainder of the Initial Franchise Fee.

If applicable, a portion of your Initial Franchise Fee may be paid by us to another franchisee who has referred you to us.

*[CONTINUED ON FOLLOWING PAGE]*

**ITEM 6  
OTHER FEES**

Column 1 Type of Fee	Column 2 Amount	Column 3 Due Date	Column 4 Remarks
Royalty Fee <sup>1,2,3</sup>	\$475 per month	Monthly by the 5 <sup>th</sup> of each month	Royalty Fees are payable in advance on the 5 <sup>th</sup> day of each month beginning when you start operations. We may increase this fee annually.
Job Fee <sup>1,2,4</sup>	(i) \$15 per completed job; (ii) \$40 per month for each Co-Op Line that we provide you; (iii) \$40 per month for each Market Expansion Line that we provide you, if any; and (iv) \$10 per month for each OXI FRESH Business you own to cover your share of the national Toll-Free Number	Monthly by the 5 <sup>th</sup> of each month for the prior month	The Job Fee consists of four parts, a fee for each completed job, a monthly fee for each Co-Op Line you acquire, a monthly fee for each Market Expansion Line you request and we agree to provide, and a monthly fee for the Toll-Free Number which we provide for franchisees. This fee is subject to an increase upon 60 days' notice to you (see Note 4). If an extra Co-Op Line is acquired to be shared by multiple OXI FRESH franchisees in Broad Area Marketing, the portion of the Job Fee related to that Co-Op Line will be divided equally among the applicable franchisees, or in another manner that we determine to be equitable based on the circumstances.
Advertising and Technology Fee <sup>1,2,5</sup>	3% of your Gross Revenues or a minimum of \$150, per month, which minimum may be increased	Monthly by the 15 <sup>th</sup> of each month	“ <b>Gross Revenues</b> ” includes all revenues of any kind received from customers or otherwise generated from or associated with your OXI FRESH Business, excluding sales taxes. We may increase the minimum amount of this fee, upon 60 days' notice to you. The Advertising and Technology Fee is payable each month beginning when you start operations.
National and International Account Program Fees	Varies <sup>6</sup>	As incurred	For each N&I Account Program we establish with locations in your Protected Territory, you are required to participate in it, and we may charge a fee for additional training, our administration of the program, or referral of customers to you. See Item 12.
Cleaning Machines and Packages <sup>1</sup>	Will vary, based on our current price list	Prior to shipment or as agreed	You receive the Initial Equipment and Supplies Package at no additional charge when you sign your Franchise Agreement. You pay us for additional equipment and supplies you acquire from us. See Items 5 and 7. You are required to purchase a minimum level of certain equipment and supplies from us on an annual basis, in an amount equal to 3% of your Gross Revenues.
Commercial/Pull System Training Fee <sup>1</sup>	\$400 per attendee	Upon your election to participate in the Commercial/Pull System Training Program	This fee applies only if you choose to participate in the optional Commercial/Pull System Training Program.
Shipping Costs and Taxes <sup>1</sup>	Will vary	Prior to shipment or as agreed	You are responsible for all taxes, shipping costs and other costs incurred by us in selling and shipping equipment or supplies to you.

<b>Column 1</b> <b>Type of Fee</b>	<b>Column 2</b> <b>Amount</b>	<b>Column 3</b> <b>Due Date</b>	<b>Column 4</b> <b>Remarks</b>
Annual Convention and Other Meeting Fee <sup>1</sup>	Varies. The amount charged for the most recent annual convention was \$450 per franchisee attending.	As incurred	You are responsible for paying a pro rata cost of the annual convention and other mandatory meetings. We may, at our option, prorate the cost of the annual convention among all franchisees, regardless of actual attendance, and charge you 150% of that prorated cost if you fail to attend. We may waive this requirement, or part of this requirement, for franchisees that attend.
Additional Training, Assistance & Refresher Training <sup>1</sup>	Then current published rate (currently \$700 per day, not including travel and lodging expenses)	As incurred	See Items 7 and 11. We provide an initial training program and Advanced Training Program for up to two persons for free. We provide the Commercial/Pull System Training Program for up to two persons in exchange for payment of the Commercial/Pull System Training Fee. You are responsible for paying your expenses for any training.
Successor Franchise Fee <sup>1,2</sup>	10% of the then current Initial Franchise Fee	At time of renewal	You will sign a then current Franchise Agreement upon exercise of your successor franchise rights.
Transfer Fee <sup>1,2</sup>	\$4,000	Before transfer is effective	Payable by you or the transferee when the Franchise Agreement is transferred by you. If we identify the transferee for your Franchise Agreement, you will not be required to pay this Transfer Fee, and you will instead pay us the Resale Assistance Fee described below.
Resale Assistance Fee <sup>1,2</sup>	30% of the total consideration you receive for the sale of your OXI FRESH Business, but no less than \$10,000 nor more than \$20,000	Before transfer is effective	Payable to us, instead of the Transfer Fee described above, if we identify the transferee for your Franchise Agreement.
Transferee Training Fee <sup>1,2</sup>	\$1,000	Prior to training	If you transfer your franchise, the transferee may be required to attend our initial training program and pay this training fee.
Supplier Approval <sup>1</sup>	Actual costs of supplier Approval	Upon receipt of bill	We reserve the right to charge you a fee for reviewing a proposed supplier of any goods or services to be used in connection with your OXI FRESH Business. If we determine that it is necessary to inspect the supplier's facilities or conduct tests, we will require you or the supplier to pay our actual costs incurred for inspection and testing.

<b>Column 1</b> <b>Type of Fee</b>	<b>Column 2</b> <b>Amount</b>	<b>Column 3</b> <b>Due Date</b>	<b>Column 4</b> <b>Remarks</b>
Noncompliance Service Charge <sup>1</sup>	\$500 or \$1,000 per event of noncompliance, depending on the type of noncompliance	As incurred	We have the right to impose this charge, in addition to our other rights and remedies, if you are not in compliance with your Franchise Agreement or our standards and specifications. This charge will increase to \$1,000 if you perform a job not scheduled through the scheduling center, fail to maintain required insurance following notice from us, use or possess unapproved products or materials, or engage in marketing outside of your Protected Territory in violation of the Franchise Agreement. If we determine that you have received Gross Revenues in excess of what you have reported to us, you will be deemed to have engaged in unreported jobs. If we are not able to determine the number of those unreported jobs then we may divide your excess revenues by your average per job revenue from the preceding 12 months to determine the number of Noncompliance Service Charges due.
Fee for Soliciting Customers Outside of Protected Territory <sup>1</sup>	All revenues derived from applicable customers	As incurred	We may require this fee to be paid to us or to the franchisee with rights to the territory where such customers are located.
Late Fees and Interest <sup>1</sup>	\$50 late fee per incident plus 1.5% interest per month, or maximum allowed by law	When payment is overdue	Payable if your Royalty Fee or other amounts due us or any of our affiliates are not paid when due.
Insufficient Funds Fee <sup>1</sup>	3% of the amount due	As incurred	Payable for denied request for ACH Withdrawal (defined below), credit card charge, check, or other payment method.
Audit Fee <sup>1</sup>	Actual costs of audit plus interest on amount of overdue monies  If you commit an Act of Deception (as defined in Section 16.5 of the Franchise Agreement), \$15,000	As incurred	Payable if audit shows an underreporting of at least 2% of amounts to be paid or spent, or if you fail to provide certain supporting records to us. If you commit an Act of Deception, you must pay us \$15,000 immediately upon notice from us to cover the cost of the audit. Any amounts unpaid, unreported or underreported must also be paid in full.
Unreported or Inaccurately Reported Sales or Underpayments <sup>1</sup>	Will vary under circumstances	Upon discovery of an Act of Deception	If you fail to report sales, provide false or inaccurate reports, fail to submit copies of contracts with clients, or underpay amounts owed, you must pay 100% of the gross income derived from the applicable sales or activities, plus interest at the rate of 2.5% per month or the maximum amount allowed by law, if you do not correct the matter within 25 days of notice.

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
<b>Type of Fee</b>	<b>Amount</b>	<b>Due Date</b>	<b>Remarks</b>
Attorney Fees and Costs	Actual fees and costs	As incurred	Payable upon your failure to comply with the Franchise Agreement, or if you fail to prevail in litigation or arbitration against us related to the Franchise Agreement.
Indemnification	Actual costs of indemnifications	Upon receipt of bill	You are solely responsible for and must indemnify and hold us harmless for all loss, damage, claims or demands arising in connection with your operation of your OXI FRESH Business.

<sup>1</sup> Fees and costs that are imposed and payable to us. All these fees are nonrefundable. All fees are generally imposed uniformly on all franchisees who sign our current Franchise Agreement, but we may in unique situations modify certain fees. Certain fees set forth in the current Franchise Agreement have changed from the amounts charged in the past and may change in the future. Therefore, existing and future franchisees may have fees imposed on them that are different from those represented in this table. We may charge any fees against your bank account or credit card, at our option. Before you commence operations of your OXI FRESH Business, you must sign and deliver to us and your bank all documents needed to permit us to debit your bank account (“**ACH Withdrawal**”) for the Royalty Fees, Advertising and Technology Fees, Job Fees, and other payments due to us under the Franchise Agreement or otherwise. You must also sign and deliver to us a credit card authorization permitting us to charge your credit card for all Royalty Fees, Advertising and Technology Fees, Job Fees, and other payments due to us under the Franchise Agreement or otherwise. The bank account and credit card must be dedicated exclusively to the OXI FRESH Business and not used for any other business or non-business purpose. If you change your account or transfer your account to a different bank or if you change your credit card, you must notify us within one day, and sign and deliver to us, and your bank if applicable, new documents to permit us to debit your bank account and charge your credit card within three days. You must also execute and deliver to us any replacement or additional ACH Withdrawal or credit card authorizations we request. These authorizations may be in electronic form, and the payments may be administered through the Oxi Fresh Scheduling and Marketing System (as defined below). You must maintain at least \$5,000 in your bank account for the ACH Withdrawal and have a credit limit of at least \$5,000 on your credit card. We may require you to pay all amounts due by means other than ACH Withdrawal or credit card whenever we deem appropriate, and may require that you execute the forms and complete the procedures we may establish to permit us to charge your fees to a bank account or credit card.

<sup>2</sup> If you acquire the right to operate multiple OXI FRESH Businesses, you must pay the Royalty Fee, the Advertising and Technology Fee, and the portion of the Job Fee related to the national Toll-Free Number for each OXI FRESH Business. Each Protected Territory that you acquire rights to represents a separate OXI FRESH Business. Further, if you acquire the right to operate more than one OXI FRESH Business, whether under the same Franchise Agreement or under multiple Franchise Agreements executed at the same time, we may require that the first 12 months of Royalty Fees for the second and each subsequent OXI FRESH Business franchise that is granted be paid in advance upon the execution of the Franchise Agreement. You must pay a successor franchise fee for each individual OXI FRESH Business for which you are exercising successor franchise rights. You must also pay, as applicable, a transfer fee or a resale assistance fee, and a transferee training fee for each OXI FRESH Business that is transferred. If you comply with our requirements for a successor franchise or transfer, the successor franchise and transfer rights may be exercised for each OXI FRESH Business individually or collectively.

<sup>3</sup> The amount of the Royalty Fee may be increased by us on an annual basis on May 1 of each year at our election based on the increase in the U.S. Consumer Price Index for All Urban Consumers (CPI-U) for the all U.S. City Average for All Items (the “CPI”) plus up to 5 percent per year since the date of the last Royalty Fee increase for existing franchisees.

<sup>4</sup> When you sign your initial Franchise Agreement and pay the Initial Franchise Fee, you become a member of our scheduling center (“**Scheduling Center**”). The Scheduling Center will schedule your appointments. You must use our Scheduling Center to schedule all appointments for your OXI FRESH Business.

For each OXI FRESH Business you acquire, we will provide you a telephone line with a number that is local to your Protected Territory (the “**Co-Op Line**”). This Co-Op Line will ring into the Scheduling Center for scheduling of jobs based on the zip code entered by the caller. The jobs scheduled through a Co-Op Line shall be assigned by the Scheduling Center to the franchisee with the protected territory rights to the zip code provided by the caller, regardless of which franchisee’s Co-Op Line is called. You must have at least one Co-Op Line for each OXI FRESH Business or Protected Territory. You may acquire additional Co-Op Lines with payment of an increased Job Fee as described in this table. You may also request, at your option and for an additional increase in the Job Fee as described in this table, for us to provide you another telephone line with a number local to your Protected Territory which rings into the Scheduling Center for scheduling of jobs only for your OXI FRESH Business, regardless of the location of the job or the caller (a “**Market Expansion Line**”). Our decision to provide and allow the use of a Market Expansion Line will be in our sole discretion if we determine that use of a Market Expansion Line is appropriate based on the circumstances of your OXI FRESH Business and Protected Territory. We may discontinue providing and allowing use of any Market Expansion Line, or convert any Market Expansion Line to a Co-Op Line, if we determine in our sole discretion that circumstances are no longer appropriate for the Market Expansion Line. If our telephone carrier does not have coverage within your Protected Territory, you will be required to obtain a local telephone line for the required Co-Op Line for each OXI FRESH Business and any additional telephone line desired, arrange for the connection of the line to the Scheduling Center, and, unless we specify otherwise, reassign the line to our telephone carrier and transfer to us the rights in the line, at which point the local line will be deemed a Co-Op Line or Market Expansion Line to be provided by us to you.

We will also provide a single toll-free custom telephone number for the entire Oxi Fresh franchise system (the “**Toll-Free Number**”), which will connect to the Scheduling Center and schedule appointments for franchisees based on the zip code entered by the caller.

You and your customers will also be able to schedule jobs with the Scheduling Center over the Internet using our Internet-based system (the “**Oxi Fresh Scheduling and Marketing System**”). This Oxi Fresh Scheduling and Marketing System will also be used for certain marketing purposes. See Item 11. It is your responsibility to check and monitor your schedule through the Oxi Fresh Scheduling and Marketing System and operate your OXI FRESH Business in accordance with that schedule.

As indicated in the table, you will pay us a job fee (the “**Job Fee**”) related to the telephone services and Scheduling Center services we provide, which will consist of the following elements: (i) \$15 for each completed job that is scheduled for you through the Scheduling Center; (ii) \$40 per month for each Co-Op Line that we provide you, (iii) \$40 per month for each Market Expansion Line that we provide you, if any; and (iv) \$10 per month for each OXI FRESH Business or Protected Territory you own for the Toll-Free Number we provide.

The portion of the Job Fee based on each job scheduled for you will apply whether the job is scheduled through the Scheduling Center by telephone or by Internet through the Oxi Fresh Scheduling and Marketing System, by the customer or by you yourself. The only circumstance in which it will not be payable for a scheduled job is in the event that the job is not completed due to reasons outside your control.

The amount of each of the four elements comprising the Job Fee may be increased by us no more frequently than once per year. The maximum amount of each increase for each of the individual elements of the Job Fee shall be equal to the percentage increase in the CPI plus 5 percent per year since the date of the last increase of that particular fee element for existing franchisees. As of the date of this Disclosure Document, the dates of the most recent increases for each of the elements of the Job Fee for existing franchisees in the Oxi Fresh franchise system were (i) February 5, 2022 for the element based on completed jobs, (ii) March 29, 2013 for the element paid related to each Co-Op Line, (iii) March 26, 2010 for the element paid related to each Market Expansion Line, and (iv) March 31, 2012 for the element paid related to the Toll-Free Number.

The Scheduling Center provides an approximate price quote to a customer or you when scheduling a job. The amount quoted is determined solely by us dependent on the number of rooms and type of rooms to be cleaned, and typically includes a scheduling charge of \$15 to cover the Job Fee you are required to pay us for each job. Although the scheduling charge is intended to offset part of the Job Fee you pay, the scheduling charge and the Job Fee are distinct. This scheduling charge is included in the quote given to a customer for what the customer will pay you, while the Job Fee is the set fee that you pay to us. You are permitted to charge any amount for the cleaning services you provide through your OXI FRESH Business, subject to the other provisions of your Franchise Agreement and your obligation to comply with our standards, specifications, and Licensed Methods to the extent that they relate to pricing matters. The current Licensed Methods require that you may have only one base price sheet and one calendar for job scheduling per each Protected Territory you acquire, which will apply for the entire relevant Protected Territory. Within a calendar you may have multiple job schedules based on the number of technicians you employ.

At any time you are in default of your obligation to pay the Job Fee or any other fee or amount due to us by its due date, we may, at our option and in addition to our other rights and remedies under the Franchise Agreement, suspend your membership and schedule in the Scheduling Center and the Oxi Fresh Scheduling and Marketing System, and cancel your scheduled appointments, until your default is cured.

<sup>5</sup> Advertising and Technology Fees are payable beginning when you provide your first cleaning service to a customer through your OXI FRESH Business. The minimum amount of the Advertising and Technology Fee may be increased by us. Each increase to this minimum amount shall be no greater than the percentage increase in the CPI plus 20 percent per year since the date of the last increase of the fee for existing franchisees. As of the date of this Disclosure Document, the date of the most recent increase of this minimum amount of the Advertising and Technology Fee for existing franchisees in the Oxi Fresh franchise system was December 1, 2018. Each of the percentage amount and minimum amount of the Advertising and Technology Fee may be increased in this manner no more frequently than once per year.

<sup>6</sup> For each N&I Account Program, as defined in Item 12, that we establish, we may charge fees which will vary depending on our arrangement with the N&I Account Program customer, the services requested by the customer, and our involvement in administering and providing services related to the program.

**ITEM 7  
ESTIMATED INITIAL INVESTMENT**

**YOUR ESTIMATED INITIAL INVESTMENT**

Column 1 Type of Expenditure	Column 2 Amount	Column 3 Method of Payment	Column 4 When Due	Column 5 To Whom Payment is to be Made
Initial Franchise Fee (Note 1)	\$46,900	Cash	Upon signing of Franchise Agreement. If you reserve a Protected Territory in advance, \$5,000 will be paid upon signing of Deposit Agreement. (Note 2)	Us
Cleaning Agents (Note 3)	\$0 – \$1,000	As Arranged	Upon order of Package	Us and Third Parties
Tile and Grout Cleaning Package (Note 3)	\$0 – \$500	As Arranged	Upon order of Package	Us
Upholstery Cleaning Package (Note 3)	\$0 – \$950	As Arranged	Upon order of Package	Us and Third Parties
Hardwood Floor Cleaning Package (Note 3)	\$0 – \$2,625	As Arranged	Upon order of Package	Us and Third Parties
Commercial/Pull System Training Fee (Note 4)	\$0 – \$400	Cash	Upon your election to participate in the Commercial/Pull System Training Program	Us
Initial Training Expenses (Note 5)	\$700 – \$4,400	As Arranged	As Arranged	Vendors
Vehicle (Note 6)	0 – \$1,800	As Arranged	As Arranged	Third Parties
Insurance Deposit (Note 7)	\$240 – \$310	As Arranged	As Arranged	Insurance Companies
Legal and Accounting Fees (Note 8)	\$700 – \$1,000	As Arranged	As Arranged	Attorney & Accountant
Computer Hardware and Software (Note 9)	\$0 – \$1,300	As Arranged	As Arranged	Vendors
Office Equipment and Supplies (Note 10)	\$100 – \$500	As Arranged	As Arranged	Vendors
Uniform Costs (Note 11)	\$60 – \$120	As Arranged	As Arranged	Vendors
Royalty Fee (1 <sup>st</sup> 3 Months) (Note 12)	\$1,425	Cash	Monthly	Us



<b>Column 1</b> <b>Type of Expenditure</b>	<b>Column 2</b> <b>Amount</b>	<b>Column 3</b> <b>Method of Payment</b>	<b>Column 4</b> <b>When Due</b>	<b>Column 5</b> <b>To Whom Payment is to be Made</b>
Advertising and Technology Fee (1 <sup>st</sup> 3 Months) (Note 12)	\$450	As Incurred	Monthly	Us
Job Fee (Note 12)	\$1,200 – \$3,150	As Incurred	Monthly	Us
Marketing Expenses (1 <sup>st</sup> 3 Months) (Note 13)	\$0 – \$8,000	As Arranged	As Arranged	Vendors
Additional Funds (Working Capital - 3 months) (Note 14)	\$1,000 – \$8,000	As Arranged	As Arranged	Vendors
<b>Totals</b> <b>(Notes 15 and 16)</b>	<b>\$52,775 –</b> <b>\$82,830</b>			

#### **FOOTNOTES TO INITIAL INVESTMENT OF FRANCHISEE**

**Note 1 Initial Franchise Fee.** The Initial Franchise Fee for your first franchise is \$46,900 for a Protected Territory of 110,000 households. See Item 5 for further information regarding the Initial Franchise Fee. The Initial Franchise Fee for a second franchise is 75 percent of the then current Initial Franchise Fee for a Protected Territory of 110,000 households. The Initial Franchise Fee for a third and each subsequent franchise is 65 percent of the then current Initial Franchise Fee for a Protected Territory of 110,000 households each. See Items 5 and 12 of this Disclosure Document. The estimated initial investment set forth in this table assumes that you will acquire the franchise rights for one OXI FRESH Business. If you acquire more than one OXI FRESH Business, your estimated initial investment will increase.

**Note 2 Reservation of Protected Territory.** In certain circumstances, we may allow you to acquire the right to reserve a Protected Territory for a 90-day period in exchange for a \$5,000 deposit, as described in Item 5. The deposit is payable upon execution of the Deposit Agreement. If you acquire the OXI FRESH Business franchise for the reserved territory within the reservation period, the deposit will be applied against the Initial Franchise Fee for that franchise. Except for this limited right to have the deposit applied against the Initial Franchise Fee, the deposit is nonrefundable in all circumstances.

**Note 3 Cleaning Machines and Packages.** Your primary business will be cleaning of carpets, rugs, and upholstery. You are also permitted, but not required, to offer tile and grout cleaning services and hardwood floor cleaning services as part of your OXI FRESH Business. For each OXI FRESH Business that you acquire, when you sign your Franchise Agreement and pay us the Initial Franchise Fee, you will receive an Initial Equipment and Supplies Package. The Initial Equipment and Supplies Package includes one carpet cleaning machine with sprayers and brushes, one upholstery cleaning machine, one vacuum cleaner, and a start up kit of cleaning agents.

You will need to purchase additional cleaning agents as and when you use up the initial supply of cleaning agents we provide to you. The carpet cleaning machines may be used independently or connected together for faster carpet and rug cleaning services. If you elect to offer tile and grout cleaning services, you will need to buy tile and grout brushes that attach to the carpet cleaning machine we provide

to you and a supply of tile and grout cleaning agents. You will need to purchase one set of tile and grout brushes for each carpet cleaning machine that you operate. If you elect to offer hardwood floor cleaning as an additional optional service in your OXI FRESH Business, you will need to purchase a hardwood floor cleaning machine and hardwood floor cleaning agents from us or our designated supplier.

You are permitted to purchase additional or replacement carpet cleaning machines, upholstery cleaning machines, vacuum cleaners, tile and grout brushes, and cleaning agents from us at any time. The amount on the high end in the entries on the table represent your cost if you purchase additional items. There is no limit on the number of machines, vacuum cleaners, or other equipment you may use in your OXI FRESH Business.

**Note 4 Commercial/Pull System Training Fee.** At your option, you may choose to participate in our Commercial/Pull System Training Program in addition to the initial training program. The Commercial/Pull System Training Fee is payable at the time that you elect to participate in the Commercial/Pull System Training Program.

**Note 5 Initial Training Expenses.** We do not charge for our initial training program for up to two persons. There is a fee for participation in the Commercial/Pull System Training Program as described above in Note 4. For each training program, you are required to pay the transportation to and from our training site and pay for the living arrangements, food and other miscellaneous expenses during the time of training for each person attending your training. We estimate that your travel expenses for each training program will be \$500 to \$2,000. We estimate costs of \$100 per day, per person, for lodging, food and other miscellaneous expenses, plus travel expenses to and from your location. See Item 11 of this Disclosure Document.

**Note 6 Vehicle.** Although we do not require a franchisee to acquire a vehicle to operate its OXI FRESH Business, depending on the market, it may be desirable or necessary to use a vehicle. If you do not already own or lease a vehicle, you may obtain a vehicle to use in your OXI FRESH Business. If you do choose to use a vehicle and do not already own or lease a vehicle, we estimate that your lease payments for the vehicle will be between \$200 and \$600 per month. Your initial expenses will increase significantly if you desire to purchase a vehicle. Your costs will depend on the quality and type of vehicle you desire to obtain, the amount of use of your vehicle, financing options, whether you purchase or lease the vehicle, payment terms, the upgrades you desire and the local market.

**Note 7 Insurance Deposit.** We estimate that your initial insurance premium deposit will be approximately \$240 to \$310 and will include payments for worker's compensation, general liability, errors and omissions, commercial auto, equipment and personal property coverage. The total insurance premium is estimated at \$1,000 to \$1,250 per year.

**Note 8 Legal and Accounting Fees.** We estimate that your legal and accounting fees will be \$700 to \$1,000. These legal fees will be paid by you, if appropriate, in order to obtain an attorney to help form a business entity and review any other contracts or agreements that may be needed by you in order to begin operating your OXI FRESH Business. You will also need to retain an accounting or bookkeeping service to assist in the set up and preparation of a financial reporting system.

**Note 9 Computer Hardware and Software.** See Item 11 of this Disclosure Document.

**Note 10 Office Equipment and Supplies.** You will need a cell telephone, calculator, executive planner, pens, refrigerator magnets (used as your business cards), work orders, paper, pencils, paper clips, stapler, binder clips and other miscellaneous items.

**Note 11 Uniform Costs.** Our uniform is a logoed shirt. You will need to acquire any shirts through our designated supplier as needed.

**Note 12 Fees.** These fees become payable to us after you sign your Franchise Agreement and your business opens or at such other time as we designate. The estimate of the Royalty Fee in this table is based on the current flat rate for a single OXI FRESH Business over three months. If you acquire the right to operate more than one OXI FRESH Business under the same Franchise Agreement, or under multiple Franchise Agreements executed at the same time, then we may require you to pay the first 12 months of Royalty Fees for the second and each subsequent OXI FRESH Business franchise that is granted in advance upon the execution of the Franchise Agreement. This advance payment of Royalty Fees, if required, is not refundable under any circumstances, even if you do not commence operations of the subsequent OXI FRESH Businesses. The estimate of the Advertising and Technology Fees in this table is based on the current minimum rate for a single OXI FRESH Business over three months. The estimate of the Job Fee in this table assumes that you will have only one Co-Op Line and one OXI FRESH Business. If you acquire more than one Co-Op Line, one or more optional Market Expansion Lines, or more than one OXI FRESH Business, your estimated initial investment will increase. See Item 6 for further information regarding fees.

**Note 13 Marketing Expenses.** You are not required to undertake any local market advertising although you are strongly encouraged to do so. See Item 11.

**Note 14 Additional Funds.** The disclosure laws require us to include this estimate of costs and expenses to operate your OXI FRESH Business during the “initial period” of the business, which is defined as three months or a longer period if “reasonable for the industry.” We are not aware of any established longer “reasonable period,” so our disclosures cover a three-month period. The estimate of additional funds is based on an owner-operated business and does not include any allowance for an owner’s draw or salary. The estimate of \$1,000 to \$8,000 is for approximately three months. We estimate that, in general, you may expect to put additional cash into the business during at least the first three months, and sometimes longer. We cannot estimate or promise when or whether you will achieve a positive cash flow or profits.

**Note 15 Estimated Initial Investment.** The figures and footnotes listed above are estimates and we cannot guarantee that you will not have additional expenses starting your OXI FRESH Business. We have relied on the 17 years of experience in this industry by us and our affiliated companies and the more than 19 years of experience in this industry by our President and founder, Jonathan Barnett, in compiling these estimates. You should review these figures carefully with a business advisor before making any decision to purchase this franchise opportunity. Except as set forth in this Item 7, we do not provide an estimate of operating costs for your OXI FRESH Business over any period.

**Note 16 Refunds.** No fees or payments to us are refundable under any circumstances. However, the Deposit may be applied against Initial Franchise Fees in certain circumstances, as described in Note 2. Payments to third parties may or may not be refundable depending on your agreement with such third parties; however, usually such payments are nonrefundable.

## **ITEM 8 RESTRICTIONS ON SOURCES OF PRODUCTS AND SERVICES**

You must establish and operate your OXI FRESH Business in compliance with your Franchise Agreement, and with the standards and specifications contained in the Operations Manual that we loan to

you. The Operations Manual is designed to protect our reputation and the goodwill of the Marks, it is not designed to control the day-to-day operations of your OXI FRESH Business. Your rights to operate the OXI FRESH Business pursuant to your Franchise Agreement are always subject to your obligation to comply with our standards and specifications and the Licensed Methods.

You must purchase specified products and services, and acquire certain equipment, inventory, and signage required for the operation of your OXI FRESH Business solely from suppliers (including distributors, manufacturers, and other sources) who have been approved in writing by us, as described in the Operations Manual. We maintain written lists of approved items of certain services, equipment, inventory, and supplies (by brand name and/or by standards and specifications) and lists of approved suppliers for those items. We update our lists occasionally and issue the updated lists to all franchisees.

We will furnish our standards and specifications, as well as our criteria for supplier approval, to franchisees on request, but only on a confidential basis and after you have completed your initial training program.

If you desire to purchase any items from an unapproved supplier, you or the supplier must submit to us a written request for approval. We will consider all relevant factors in an approval request, including the quality of goods and services, capacity of supplier, financial condition, terms and other requirements consistent with other supplier relationships. We do not have any specific written criteria. We may inspect the supplier's facilities and require that samples from the supplier be delivered or made available to us or our designee for testing. You or the proposed supplier shall pay us in advance for all of our reasonable costs in regard to inspecting the supplier, its facilities and the items involved (see Item 6 concerning the supplier approval fee). We will normally notify the supplier and you of our decision in writing within a commercially reasonable time, but no later than 30 days after a request. We may at times re-inspect the facilities and products of any previously approved supplier at your expense or the expense of the supplier. We may revoke our approval if the supplier fails to meet any of our standards and specifications at any time. Except for ownership interests in us, no officer of ours holds any ownership interest in any of our approved suppliers.

We are not obligated to provide any warranties or maintenance for your equipment, inventory, or signage. However, the manufacturer of these items may provide warranties and maintenance for them. The manufacturers of the items or other parties may also offer extended or additional warranties or maintenance services on certain items for an additional fee which you may choose to obtain, but you are not required to do so.

You must purchase certain products, services, supplies, and equipment under specifications and standards that we periodically establish either in the Franchise Agreement, the Operations Manual or other notices we send to you. These specifications are established to provide standards for performance, durability, design and appearance. We will notify you whenever we establish or revise any of our standards or specifications, or if we designate approved suppliers for products, services, equipment or services.

We may choose to negotiate purchase agreements for certain services, equipment or supplies. You may purchase these services, equipment or supplies from designated suppliers or from any approved supplier on terms as you negotiate. At the time you begin operating your OXI FRESH Business, you must stock and display the initial inventory of products, services and supplies required by us as outlined in the Operations Manual, or otherwise in writing.

Before you provide your first cleaning service to a customer through your OXI FRESH Business, you must obtain certain minimum insurance coverage as required in the Operations Manual, naming us and our officers, directors, partners, agents, and employees as additional insureds. We currently have a designated insurance provider from whom franchisees are generally required to obtain this insurance coverage. The prescribed insurance is currently as follows: (i) comprehensive general liability insurance with a limit of not less than \$1 million per occurrence and \$2 million general aggregate; (ii) errors and omissions insurance with a minimum limit of \$250,000; (iii) property damage liability insurance, covering at a minimum the perils of fire and extended coverage and vandalism, with a minimum limit of \$1 million; (iv) worker's compensation and employer's liability insurance with coverage sufficient to meet the requirements of the law; (v) motor vehicle coverage with minimum limits of \$1 million for any one accident; and (vi) such other insurance as may be required by statute or other laws of the state and/or any local governmental entities in which your OXI FRESH Business is located and operated. All insurance policies must be written by an insurance company satisfactory to us and provide for 30 days advance written notice to us of cancellation or any material alteration. The policies, as applicable, must include coverage for non-owned automobiles. We may increase these limits or require new types of coverage at any time upon notice to you. You must maintain this insurance coverage during the entire term of your Franchise Agreement. You should consult an attorney or insurance advisor for recommended coverage.

You must obtain our approval before you use any advertising and promotional materials, signs, forms and stationary unless we have prepared or approved them during the 12 months prior to their proposed use. You must purchase certain advertising and promotional materials, brochures, fliers, forms, refrigerator magnet business cards, and letterhead from approved vendors only. You must not engage in any advertising of your OXI FRESH Business unless we have previously approved the medium, content and method. You must not advertise or list your OXI FRESH Business in any classified telephone directories without our prior written permission.

You are obligated to acquire from us, or one of our affiliated companies, certain proprietary items in order to launch your OXI FRESH Business successfully. These proprietary items include your equipment packages and initial supply of cleaning agents. You will acquire these proprietary items following the completion of your initial training program. See Item 7 of this Disclosure Document. We are currently the sole approved supplier for the equipment packages and cleaning agents used in your OXI FRESH Business.

To help ensure that franchisees are offering, performing, and selling the services and products as approved by us, franchisees are required to spend on an annual basis no less than 3 percent of their Gross Revenues each full or partial calendar year on purchases of certain necessary equipment, inventory, materials and related items, forms, and other supplies as we may designate periodically from us or our designated suppliers (the "**Minimum Purchase Obligations**"). The prices charged to you by us or our suppliers shall be established by us or the other suppliers, respectively.

We estimate that all of these purchases from us, or one of our affiliated companies, to be approximately 70 to 80 percent of all purchases and leases by you in connection with the cost of establishing your OXI FRESH Business, and approximately 20 to 25 percent of the costs of operating your OXI FRESH Business.

Once you open your OXI FRESH Business, you may purchase additional products, supplies or equipment from any approved supplier or vendor.

All of your bookkeeping and accounting records, financial statements, and all reports you submit to us must conform to our requirements. You will be required to report information regarding your OXI FRESH Business through the Oxi Fresh Scheduling and Marketing System or in another manner that we specify. In particular, you must report to us the information required to close out all job orders scheduled through the Scheduling Center. We have the right to inspect and audit your records, the records of certain individuals and companies affiliated with your OXI FRESH Business, and the records of the immediate family members of you and these affiliated individuals.

You are required to have a computer with access to the Internet and that can run Microsoft Office Excel. See Item 11 below.

You must comply with all agreements with third parties related to your OXI FRESH Business. You must become a member of any franchise, trade, or other associations or organizations that in our opinion are useful in the operation of an OXI FRESH Business.

We will derive revenues from the acquisition of the equipment packages, from the sales of cleaning agents, supplies and other items, and from the services we provide through our Scheduling Center. During our last fiscal year (ending on December 31, 2023), we had revenues of \$9,392,307. Of this amount, \$3,858,348 (approximately 41% percent) consisted of revenues from products and services provided to franchisees. See our financial statement discussed in Item 21. No affiliated company of ours derived revenues from the sale of any products or services to our franchisees.

We may negotiate purchase arrangements for your benefit. We do not provide any material benefit to you based on your use of approved suppliers. We have no purchasing or distribution cooperatives. As of the date of this Disclosure Document, we have an agreement with the approved supplier for print, apparel, and promotional items for our franchisees, which provides that we will receive 5 percent of the amount paid to the supplier by our franchisees for product purchases. We currently contribute the amounts we receive from this supplier to the Advertising and Technology Fund, defined in Item 11, for the benefit of the Oxi Fresh system, although we are not contractually bound to do so and may cease making these contributions at any time in our discretion. We reserve the right to receive other payments from this designated supplier and other designated suppliers in the future.

Except as is set forth in this Item 8, you do not receive a material benefit from us based on your use of any particular designated or approved source.

## ITEM 9 FRANCHISEE'S OBLIGATIONS

**This table lists your principal obligations under the Franchise Agreement and other agreements. It will help you to find more detailed information about your obligations in the Franchise Agreement and in other items of this Disclosure Document.**

Obligation	Section in Agreement	Disclosure Document Item
a. Site selection and acquisition/lease	Franchise Agreement ("FA") Sections 4.1 and 11.1	Items 7 and 11
b. Pre-opening purchases/leases	FA Sections 4.1, 7.1 and 11.1	Items 7 and 8
c. Site development and other pre-opening requirements	FA Sections 4.1, 7.1 and 11.1	Items 7, 8 and 11

<b>Obligation</b>	<b>Section in Agreement</b>	<b>Disclosure Document Item</b>
d. Initial and ongoing training	FA Article 6	Item 11
e. Opening	FA Sections 7.3 and 11.1	Item 11
f. Fees	FA Section 5.1 and Article 12; Deposit Agreement (“DA”) Sections 1 and 2	Items 5 and 6
g. Compliance with standards and policies/Operating Manual	FA Articles 7, 9 and 14, and Section 11.1	Items 8, 11 and 16
h. Trademarks and proprietary information	FA Article 15 and Sections 9.2 and 20.5	Items 13 and 14
i. Restrictions on products/services offered	FA Sections 1.1 and 11.1	Items 8 and 16
j. Warranty and customer service requirements	Not Applicable	Not Applicable
k. Territorial development and sales quotas	FA Section 4.2; DA Sections 1 and 2	Item 12
l. Ongoing product/service purchases	FA Sections 11.1 and 14.2	Item 8
m. Maintenance, appearance and remodeling requirements	FA Sections 4.1, 7.1, and 11.1 and Article 9	Not Applicable
n. Insurance	FA Article 21	Item 7
o. Advertising	FA Article 13	Items 6, 7 and 11
p. Indemnification	FA Section 19.3	Item 7
q. Owner’s participation/ management/staffing	FA Section 11.1	Item 15
r. Records and reports	FA Section 11.1 and Article 16	Item 11
s. Inspections and audits	FA Section 11.4 and Article 16	Items 6 and 11
t. Transfer	FA Section 11.3 and Article 17; DA Section 9	Items 6 and 17
u. Renewal	FA Sections 3.3 and 3.4	Items 6 and 17
v. Post-termination obligations	FA Sections 18.5, and 18.7 through 18.11; DA Sections 6 and 7	Item 17
w. Non-competition covenants	FA Article 20; DA Section 7	Item 17

Obligation	Section in Agreement	Disclosure Document Item
x. Dispute resolution	FA Section 22.1; DA Section 5	Item 17
y. Guarantee	FA Section 11.3 and Exhibit II	Item 15

**ITEM 10  
FINANCING**

Neither we nor any agent or affiliate of ours offer direct or indirect financing to our franchisees. We do not guarantee any notes, leases or other obligations of our franchisees.

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

**Except as listed below, we are not required to provide you with any assistance.**

**Pre-Opening Obligations.**

Prior to providing your first cleaning service to a customer through your OXI FRESH Business, we (or our designee) will provide the following assistance and services to you (Section 8.1 of FA unless otherwise noted):

- A. We will designate your Protected Territory (Sections 4.2 and 8.1 of FA).
- B. We will review and approve or disapprove the site selected by you for the OXI FRESH Business, and, if applicable, the lease or purchase agreement for such site (Sections 4.1 and 8.1 of FA).
- C. For each OXI FRESH Business that you acquire, we or our designee will provide you with the Initial Equipment and Supplies Package. We or our designee will sell to you additional carpet cleaning machines, upholstery cleaning machines, vacuum cleaners, other cleaning machines if available, tile and grout brushes, hardwood floor cleaning machines, and cleaning agents. We or our designee will deliver the Initial Equipment and Supplies Package and other equipment and supplies that you purchase to you, in which case you will be responsible for paying any shipping costs. We do not install any items included in the Initial Equipment and Supplies Package or any other items that we or our designee sell to you.
- D. We will identify the equipment, signs, fixtures, materials, supplies, and inventory necessary for your OXI FRESH Business to permit you to begin operations, including the minimum standards and specifications that must be satisfied and the suppliers from whom these items may be purchased or leased (Sections 7.1 and 8.1 of FA). We do not deliver or install any of these items, but the suppliers may agree to do so.
- E. We will conduct the initial training program for you or your Operations Manager (as defined below) and up to one additional employee, at a time and location designated by us (Sections 6.1 and 8.1 of FA).



- F. We will provide lists of approved items of equipment, inventory, and supplies (by brand name and/or by standards and specifications) and lists of approved suppliers for those items.
- G. We will loan to you one copy of the Operations Manual and other manuals and training aids designated by us for use in the Licensed Methods, as they may be revised by us (Section 8.1 and Article 9 of FA).
- H. We will provide you access to our Inner Circle portion of our website for delivery of sales leads, market information and other relevant information.
- I. We will provide you a membership to our Scheduling Center and a Co-Op Line. At your request, we will provide you additional Co-Op Lines and, at our discretion, with one or more Market Expansion Lines. Your Job Fee will increase for each Co-Op Line and Market Expansion Line you acquire. See Item 6. We will also provide you with guidance related to accessing the Oxi Fresh Scheduling and Marketing System, scheduling jobs on the Internet, and any other functions of the system. You must comply with any terms related to the Scheduling Center and the Oxi Fresh Scheduling and Marketing System related to the scheduling of appointments and your OXI FRESH Business.
- J. We will provide advice and guidance in preparing to provide services through your OXI FRESH Business, including standards and procedures for obtaining inventory and supplies, providing approved services, advertising, promoting and operating your OXI FRESH Business (Section 8.1 and Article 9 of FA).

**Continuing Obligations.**

During the operation of your OXI FRESH Business, we (or our designee) will provide the following assistance and services to you (Section 10.1 of FA unless otherwise noted):

- A. We will provide continuing courses of training, at times and locations designated by us. In particular, we will provide the Advanced Training Program, as defined below. We will also provide the Commercial/Pull System Training Program upon your request if you pay the Commercial/Pull System Training Fee (Sections 6.3 and 10.1 of FA).
- B. At our discretion, we may inspect your OXI FRESH Business and/or work performed for some of your customers, as we deem advisable (Sections 10.1 and 11.4 of FA).
- C. We will provide you updated lists of approved items of equipment, inventory, and supplies (by brand name and/or by standards and specifications) and updated lists of approved suppliers for those items.
- D. We will periodically provide you advice and guidance in operating your OXI FRESH Business through meetings, printed materials and/or other media, as we make available to all of our franchisees. This may include providing suggested pricing to you for products and services. Any prices that we recommend to you are merely recommendations and you may establish your own prices, which may be higher or lower than our recommended prices.

- E. We will schedule appointments for you through our Scheduling Center and provide the Co-Op Line(s) and Market Expansion Line(s). We do not make any warranties related to the Oxi Fresh Scheduling and Marketing System, and we are not responsible for any incidental, special, or consequential damages, or for any claims made by third parties against you, related to the operation of the Oxi Fresh Scheduling and Marketing System, or any errors or interruptions in those operations. We may suspend your membership and schedule with the Scheduling Center and the Oxi Fresh Scheduling and the Marketing System at any time you are in default of your obligation to pay the Job Fee or any other fee or amount due to us, in addition to any other rights or remedies we may have.
- F. We will provide the Toll-Free Number as described in Item 6. A portion of the Job Fee that you pay us includes a fee for the Toll-Free Number. See Item 6. In lieu of us paying for the Toll-Free Number directly, we may require you to sign up with the Toll-Free Number telephone carrier to use the Toll-Free Number and pay the rates for the Toll-Free Number directly to the telephone carrier. As discussed below, you must use the Toll-Free Number in certain advertisements for your OXI FRESH Business. We reserve the right to discontinue or change the Toll-Free Number in our sole discretion.
- G. We will give you access to advertising and promotional materials developed by us, the cost of which we may pass on to you.
- H. We will permit you to use our Licensed Methods, as they may be modified (Sections 2.1 and 15.3 of FA).
- I. We will permit you to use our Marks in accordance with our specifications (Sections 2.1 and 15.1 of FA).

### **Sources of Supply.**

Although not included in the Franchise Agreement, and although we are not required to perform these services under the Franchise Agreement, we will use commercially reasonable efforts to provide the following guidance and assistance on a continuing basis to enhance the growth and performance of our franchise program:

- A. We will continue to search for more cost-efficient sources of supply. With the strength of group purchasing, we will endeavor to purchase supplies and inventory at reduced prices.
- B. We will endeavor to maintain an inventory of promotional material and sales and service manuals, available at reasonable costs.
- C. We may perform periodic quality control visits to your OXI FRESH Business. During these visits all operations may be inspected and recommendations may be made to correct deficiencies, improve techniques, and enhance the efficiency of your OXI FRESH Business.
- D. We may continually evolve in order to meet changing consumer demands and market conditions. Accordingly, we reserve the right to change the Licensed Methods and Operations Manual as needed due to these changes. You must promptly adopt these modifications and improvements at your sole expense.

## Advertising Programs.

**The Advertising and Technology Fund.** You are required to remit to us an advertising and technology fee equal to 3 percent of your Gross Revenues each month, or a minimum of \$150 per month, as of the date of this Disclosure Document (“**Advertising and Technology Fee**”). The minimum amount of the Advertising and Technology Fee may be increased at any time at our sole discretion upon 60 days’ notice to you, subject to those restrictions listed in Note 5 to Item 6. The Advertising and Technology Fee will be payable monthly on the 15<sup>th</sup> day of each month. If you acquire the right to operate multiple OXI FRESH Businesses under the Franchise Agreement, then you will be required to pay the Advertising and Technology Fee for each OXI FRESH Business.

We will deposit the Advertising and Technology Fees in a separate bank account, commercial account or savings account (“**Advertising and Technology Fund**”). The Advertising and Technology Fund is administered by us, at our discretion. The Advertising and Technology Fund proceeds may be used for researching, preparing, maintaining, administering and directing advertising and promotional materials and public relations programs, including production of commercial print, radio, television, magazine, newspaper, Internet advertising, direct response literature, direct mailings, brochures, collateral materials advertising, surveys of advertising effectiveness, and other advertising or public relations expenditures, for any international, national, or regional media. We may also use the Advertising and Technology Fund to pay for the expenses related to researching, developing, implementing, servicing, and operating any technology used in any manner related to the Oxi Fresh franchise system or the OXI FRESH Businesses, including the Oxi Fresh Scheduling and Marketing System, or any other or new technologies utilized in or related to our Scheduling Center, our website, the Co-Op Lines, the Market Expansion Lines, the Toll-Free Number, search engine optimization, booking of jobs for OXI FRESH Businesses, reporting of information for OXI FRESH Businesses, the equipment and cleaning agents used in OXI FRESH Businesses, or OXI FRESH Business computer systems (collectively, the “**Technology**”). We may reimburse our self from the Advertising and Technology Fund for administrative costs, including the salaries of public relations personnel or persons administering the advertising services, the salaries of persons providing services related to any Technology, independent audits, reasonable accounting, bookkeeping, reporting and legal expenses, taxes and all other reasonable direct or indirect expenses that we or our authorized representatives incur with the programs or work funded by the Advertising and Technology Fund. We do not currently intend to have the Advertising and Technology Fund audited. Upon your written request to us, we will make available to you, no later than 120 days after the end of each calendar year, an annual unaudited financial statement for the Advertising and Technology Fund that shows how the Advertising and Technology Fund proceeds have been spent. No other accounting of the advertising fund is provided to you. We have the right, but not the obligation, to cause the Advertising and Technology Fund to be incorporated or operated through an entity separate from us as we deem appropriate, and any successor entity will have all rights and duties of ours relating to the Advertising and Technology Fund. We may use outside advertising and marketing agencies to create advertising material and outside companies or consultants to create and provide services for any Technology.

Each franchised, licensed and company-owned OXI FRESH Business will be required to pay on an equivalent basis into the Advertising and Technology Fund, except that we, in our sole discretion, may designate some or all of the Advertising and Technology Fees of a particular OXI FRESH Business be paid to a Local Advertising Group instead of the Advertising and Technology Fund. Notwithstanding the foregoing, the amount of the Advertising and Technology Fee has been adjusted periodically, and other OXI FRESH Businesses operating under an earlier form of franchise agreement may pay a different amount than that stated in this Disclosure Document.

We do not guarantee that advertising expenditures from the Advertising and Technology Fund will benefit you or any other franchisees directly or on a pro rata basis. We are not obligated to spend any amount on advertising in or for Technology related to your Protected Territory. Except as described in this Item 11, we assume no direct or indirect liability or obligation to collect amounts due to the Advertising and Technology Fund or to maintain, direct or administer the Advertising and Technology Fund. We have no fiduciary obligation to you in connection with the operation of the Advertising and Technology Fund, and we will not be liable for any act or omission with respect to the operation of the Advertising and Technology Fund or the use of the Advertising and Technology Fund that is consistent with this Agreement and is done in good faith.

Advertising and Technology Fees not spent in any fiscal year will be carried forward and spent in the ensuing fiscal year. If the advertising expenditure is more than the Advertising and Technology Fees collected during any calendar year, we may loan funds to the Advertising and Technology Fund on such terms that are no more favorable than the Advertising and Technology Fund could receive from other lending sources generally available to the Advertising and Technology Fund, and we will be reimbursed from the Advertising and Technology Fees during the same or subsequent years to the extent of such advances. None of the Advertising and Technology Fees will be used for advertising that is primarily for solicitation for the sale of franchises.

Although we intend the Advertising and Technology Fund to be of perpetual duration, we reserve the right to terminate the Advertising and Technology Fund. We will not terminate the Advertising and Technology Fund, however, until all monies in the Advertising and Technology Fund have been expended for advertising, promotional, or Technology purposes.

Currently, we do not have an advertising council that advises us on the Advertising and Technology Fund or other advertising matters, though we reserve the right to establish an advertising council in the future on the terms we establish. Once an advertising council is created, we may disband or terminate the council in our sole discretion.

We may remit a portion of Advertising and Technology Fund contributions back to one or more franchisees on any terms and conditions we determine in our sole discretion, including reimbursement of local advertising expenditures made by a franchisee. We may waive and/or compromise claims for contributions to, and/or claims against or with respect to, the Advertising and Technology Fund in our sole discretion, using the Advertising and Technology Fund to pay any of these claims. We will have sole discretion as to whether or not we take legal or other action against any franchisee who is in default of his, her or its obligations concerning the Advertising and Technology Fund (including obligations to make contributions) and whether a franchisee may be allowed to make direct advertising expenditures in place of contributions to the Advertising and Technology Fund.

During the 2023 fiscal year of the Advertising and Technology Fund, 47 percent of the Advertising and Technology Fund was spent on advertising and marketing, 23 percent was spent on Technology, and 31 percent was spent on administrative expenses. None of the Advertising and Technology Fund was carried over to fiscal year 2024. No portion of the Advertising and Technology Fund was retained by our affiliates or us. No portion of the Advertising and Technology Fund was spent principally to solicit new franchise sales.

We are not obligated to spend any amount on advertising in the geographical area where you are or will be located.

**Local Advertising.** You are not required to spend any minimum amounts for local advertising, although we strongly recommend you conduct local advertising. Specifically, as part of our standards and specifications, we highly recommend that you solicit and seek starred Google reviews for your OXI FRESH Business, as those reviews help establish priority in search engine result rankings and help to drive sales for your business.

You must submit to us for our approval, at least 30 days prior to its implementation, a local advertising and marketing plan each year of the Franchise Agreement by which you intend to market your OXI FRESH Business during the next 12-month period. If you acquire the right to operate multiple OXI FRESH Businesses under the Franchise Agreement, you must submit and obtain our approval for, a local advertising and marketing plan for each OXI FRESH Business. You may not use any advertising and marketing plans unless they have been approved in advance in writing by us, and you must cease using those plans upon our request. Any advertising or marketing plans submitted to us which are not approved or disapproved by us within 30 days of our receipt are deemed disapproved.

You may develop advertising materials for your own use, at your own cost. You must submit to us for our approval, at least 30 days prior to usage, all advertising materials that you desire to use. You may not use any advertising materials, including materials for Focused Marketing or Broad Area Marketing, both defined below, unless they have been approved, in advance, in writing by us, and you must cease using those materials upon our request. Any advertising or marketing materials submitted to us which are not approved or disapproved by us within 30 days of our receipt are deemed disapproved.

You and other OXI FRESH franchisees may conduct Focused Marketing and Broad Area Marketing for your OXI FRESH Businesses in accordance with the terms set forth in the Franchise Agreement and the Operations Manual.

**“Focused Marketing”** is marketing in which a franchisee has control over the specific location of the distribution or display of the marketing. Focused Marketing typically includes direct solo mailings that a franchisee sends, door hangings that a franchisee distributes, newspaper advertising where a franchisee can limit the area in which the newspaper containing its advertisements are distributed, and Internet advertising where a franchisee can limit the display of the advertising to Internet users in a certain defined area. A franchisee may not conduct Focused Marketing outside of its Protected Territory.

**“Broad Area Marketing”** is any other form of marketing, and includes (i) advertising performed via a mass medium, such as yellow page advertisements, radio and television commercials, and general Internet advertising not based on the location of the Internet user; and (ii) shared mailings such as Valpak, deal-of-the-day websites, other advertising websites such as Angie’s List, crowdsourcing programs such as Groupon and Living Social, and other similar situations in which a third party provides advertising services based on its own predetermined territories or areas of distribution. Each area of distribution or display of Broad Area Marketing is referred to as a **“3<sup>rd</sup> Party Marketing Area.”**

You may not conduct Broad Area Marketing when the 3<sup>rd</sup> Party Marketing Area is located entirely outside of your Protected Territory. However, due to the nature of Broad Area Marketing, you may not be able to limit a Broad Area Marketing program strictly to your Protected Territory. Therefore, if you desire to conduct Broad Area Marketing for your OXI FRESH Business in a 3<sup>rd</sup> Party Marketing Area that includes all or a portion of your Protected Territory and an area outside of the Protected Territory, you must obtain our prior written consent. We may withhold our consent for any reason. Once our consent is given, we may withdraw it at any time by notice to you. Among other reasons, we may refuse to consent to such Broad Area Marketing, or withdraw our consent, if the portion of your Protected

Territory in the 3<sup>rd</sup> Party Marketing Area represents a disproportionately small percentage of the entire 3<sup>rd</sup> Party Marketing Area.

If you desire to conduct Broad Area Marketing for your OXI FRESH Business in a 3<sup>rd</sup> Party Marketing Area that includes all or a portion of your Protected Territory and the protected territory of another OXI FRESH franchisee or franchisees, in addition to all other requirements related to such advertising, you must first notify the other OXI FRESH franchisee(s) and provide the other OXI FRESH franchisee(s) the opportunity to participate in the Broad Area Marketing program in exchange for paying a portion of the costs associated with the Broad Area Marketing. If you and the other applicable OXI FRESH franchisee(s) participating in the Broad Area Marketing program elect to acquire another Co-Op Line as part of your Broad Area Marketing, each of you will be responsible for paying us the portion of the Job Fee related to the Co-Op Line. See Item 6. We may require the other OXI FRESH franchisee(s), or if you receive a notice from another OXI FRESH franchisee, require you, to participate in the Broad Area Marketing. The costs of a Broad Area Marketing program may be apportioned based on the number of households in each franchisee's protected territory that is included in the applicable 3<sup>rd</sup> Party Marketing Area or on such other equitable basis as the applicable franchisees may determine, or if the applicable franchisees, including you, are unable to agree on the basis for allocation of such costs, as determined by us in our sole discretion. Any decision of ours will be final and binding on you.

If you refuse to participate in a Broad Area Marketing program after receiving notice from us that such participation is required, you will be in default of your Franchise Agreement. In that case, we may terminate your Franchise Agreement, or in lieu of us terminating your franchise, we can authorize the other OXI FRESH franchisee to proceed with its Broad Area Marketing program. In that event, any customer in your Protected Territory who retains the services of the other OXI FRESH franchisee as a result of the Broad Area Marketing program will be deemed the same as a customer resulting from a referral to or unsolicited inquiry of such other OXI FRESH franchisee, and to whom the other OXI FRESH franchisee may service. See Item 12.

Notwithstanding the definitions of Focused Marketing and Broad Area Marketing above, if we in our sole discretion determine that any particular form or instance of marketing which would otherwise qualify as Focused Marketing is likely to result in substantial exposure to recipients, viewers, or other members of the public residing outside of (or who would likely be seeking services outside of) the applicable franchisee's protected territory ("**Excess Audience Focused Marketing**"), then we may specify that such Excess Audience Focused Marketing is to be treated as Broad Area Marketing rather than Focused Marketing. Excess Audience Focused Marketing may include, by way of example, at our discretion, advertising at events and venues such as home shows and other trade or industry shows, property manager meetings, and other business association or group meetings, or advertising through the use of a billboard that is on an interstate or state highway. We have the final determination as to whether the promotional or advertising activities of you or any other franchisee constitute Focused Marketing, Excess Audience Focused Marketing, or Broad Area Marketing. We may specify in the Operations Manual or otherwise that certain forms or channels of marketing will always be considered Excess Audience Focused Marketing and therefore treated as Broad Area Marketing. We may also consider the specific circumstances of certain types of marketing on a case-by-case basis to determine whether it is Excess Audience Focused Marketing that should be treated as Broad Area Marketing. In the event of Excess Audience Focused Marketing that is treated as Broad Area Marketing, the applicable franchisees shall work to determine what should constitute the 3<sup>rd</sup> Party Marketing Area and the apportionment of costs between them, and if they are unable to agree then our decision of such matters shall be binding.

To the extent that a 3<sup>rd</sup> Party Marketing Area includes the protected area of an OXI FRESH Business operated by us or we desire to engage in a Broad Area Marketing program for any OXI FRESH Business we operate, we will be bound to the policy described above.

Based on the length of the Franchise Agreement term and the constant evolutions, innovations, changes, and developments in marketing practices and methods, we reserve the right to modify the terms for Focused Marketing and Broad Area Marketing. In particular, we may modify the definitions and categories of what constitutes Focused Marketing, Broad Area Marketing, and Excess Audience Focused Marketing, and how Focused Marketing and Broad Area Marketing may be conducted, through additions and changes to the Operations Manual or other standards and specifications. You will be bound by any of these changes.

Except as prohibited or limited by law, you must, at your sole cost, fully participate in all promotional campaigns, prize contests, customer loyalty programs, special offers, discount programs including deal-of-the-day and crowdsourcing programs, and other programs, whether international, national, regional, or local in nature, which we prescribe. In addition, at your sole cost, you must honor any coupons, customer loyalty program points or credits, gift certificates, discounts, or other authorized promotional offers that we prescribe for the franchise system, unless we agree otherwise.

Any car wrap advertising or radio or television advertising for your OXI FRESH Business must refer to the Toll-Free Number and no other telephone number. All Internet advertising for your OXI FRESH Business and, unless we agree otherwise, any Broad Area Marketing, must refer to either the Toll-Free Number or the number for a Co-Op Line. All other advertising must refer to a Co-Op Line or Market Expansion Line telephone number and not the Toll-Free Number. You may not use or advertise any phone number other than the Toll-Free Number, a Co-Op Line Number, or a Market Expansion Line number in your OXI FRESH Business, without our consent. You must obtain our approval of any advertising that features or utilizes a phone number provided by the advertising services provider (an “**Advertising Line**”). In that case, we may require that the Advertising Line connect to a particular telephone line (which may be the Market Expansion Line, Co-Op Line, Toll-Free Number, or another phone line we establish for that purpose). We may modify the requirements for which telephone numbers may or must be used in particular advertising situations through the Operations Manual.

You may not establish a website or advertise in any electronic media, including the Internet, without our prior written approval. In order to obtain our approval, you must submit to us all information pertaining to these advertisements. We may withhold our consent for any website or electronic advertising you create or establish for any reason. You must comply with our guidelines related to the use of any social networking or social media website, including Facebook, Twitter, LinkedIn, or MySpace.

In the event that there are any disputes between you and any other OXI FRESH franchisee or between you and us regarding any advertising issues, including whether a particular form of marketing constitutes Focused Marketing or Broad Area Marketing, or issues related to a 3<sup>rd</sup> Party Marketing Area or apportionment of any Broad Area Marketing program costs, our determination in our sole discretion will be binding upon the parties and final.

**Local Advertising Groups.** We may require you to join a local advertising group (“**Local Advertising Group**”) that includes other franchisees in your market area. If we do, you must contribute to the Local Advertising Group in accordance with the rules and regulations of the Local Advertising Group. We may direct you or other franchisees to pay all or part of the required Advertising and Technology Fees to the Local Advertising Group. The membership, rules and regulations of a Local

Advertising Group, including how advertising fees are to be spent, will be determined by the Local Advertising Group's member franchisees, but must be approved in advance by us. The Local Advertising Group must operate based on written governing documents, and those documents will be available for review by franchisees. A Local Advertising Group must provide quarterly financial reports to us, and those reports will be available for review by franchisees at our headquarters. We can require Local Advertising Groups be changed, dissolved or merged. If a Local Advertising Group is established in a market area, all company-owned OXI FRESH Businesses operating in that market area, if any, will contribute to the Local Advertising Group on an equivalent basis with franchisees.

### **Site Selection.**

Under the Franchise Agreement, you must operate your OXI FRESH Business only at and from a single location (the "**OXI FRESH Location**"). We recommend that you launch your OXI FRESH Business from your personal residence in order to reduce your expenses. You may choose to select a commercial location for your OXI FRESH Location when your OXI FRESH Business can justify the additional expense, although we do not require that you obtain a commercial location. If your residence is used as the OXI FRESH Location, then it must meet all applicable rules and regulations to qualify as a home office for tax purposes, but our approval is not required. If your OXI FRESH Location is not in your residence, then we must review and approve your site selection and the lease or purchase agreement for your site. Our review and approval of your site selection will be based on an analysis of local competing businesses, demographics, visibility, accessibility, suitability of the premises to be leased, and other factors more fully described in the Operations Manual. If we do not approve the site selection, you must select another site. See Section 4.1 of FA. For as long as you are unable to locate a site that meets our approval, you will be required to operate out of your residence.

You must have a physical location address in each of your Protected Territories that meets Google's then-current requirements for local marketing purposes in those territories. You are not required to operate your business from these physical addresses. A location obtained for marketing purposes under this paragraph does not require our approval. These requirements may be modified and expanded in the Operations Manual.

### **Time to Opening.**

You will be deemed to have commenced operations of your OXI FRESH Business when you have completed the initial training program described below. The Franchise Agreement is typically signed during or at the completion of the initial training program. See the section titled "Training Programs" below.

The typical length of time between signing the Franchise Agreement and providing your first cleaning service to a customer through your OXI FRESH Business is estimated to be between 15 and 60 days. Factors that will affect the length of time it takes you to start providing these services include your ability to obtain permits for operating your OXI FRESH Business, your local advertising campaign, and when you or your Operations Manager can attend and complete the required initial training.

If you have not provided your first cleaning service to a customer through your OXI FRESH Business within 90 days after signing your Franchise Agreement, then we can terminate the Franchise Agreement and keep the entire Initial Franchise Fee as liquidated damages, not as a penalty.



## **Computer Requirements.**

You must acquire and use a computer system in your OXI FRESH Business operations. We currently have no standards for your computer other than it be able to access the Internet and be able to run Microsoft Office Excel. We reserve the right to establish additional requirements for a computer system in the future and you must conform your computer system to our requirements upon 60 days' notice to you. The estimated cost of purchasing this required computer system ranges from \$0, if you already have the necessary computer system, to \$1,300. See Item 7.

You must accept credit and debit cards from customers of your OXI FRESH Business. You may not charge your customers any additional fees or service charges if they elect to pay by credit or debit card. The Payment Card Industry (“PCI”) requires all companies that process, store, or transmit credit or debit card information to protect the cardholders’ information by complying with the PCI Data Security Standard (“PCI DSS”). Therefore, you must be PCI compliant by following and adhering to the then-current PCI DSS, currently found at [www.pcisecuritystandards.org](http://www.pcisecuritystandards.org), or any similar or subsequent standard for the protection of cardholder data throughout the term of your Franchise Agreement. PCI mandates the PCI DSS compliance.

You are responsible for the on-going maintenance and support for your computer system. We estimate your annual costs of maintenance and repair costs to be approximately \$25 to \$50 per year. Neither we nor any affiliate or third party is obligated to provide any ongoing maintenance, repairs, upgrades or updates for your computer system. Neither we nor any affiliate or third party is obligated to provide or assist you in obtaining the above items or services. We may in the future require you to obtain these items or services from us or designated suppliers.

As of the date of this Disclosure Document, we do not have independent access to your computer system; however, no contractual restrictions exist concerning our ability to require you to give us independent access in the future and we reserve the right to require you to do so.

You must also have a telephone and number for your OXI FRESH Business telephone. We recommend you have a cell phone so you can receive calls on the job.

You must comply with all terms and conditions established by us related to the use of any website that we operate or provide, including the terms of use, privacy policy, and any other legal notices available on the website. You must comply with the terms of the privacy policy as the party disclosing information in regard to any information you disclose to us or other parties through the website, and as the party collecting the information with regard to any personal information of any third parties that you receive through the website. In particular, you must comply with the privacy policy as the collecting party related to any information disclosed by the Scheduling Center to you which was received by the Scheduling Center through the Oxi Fresh Scheduling and Marketing System over the Internet.

All of the software programs and Internet applications or websites that we require you to use in your OXI FRESH Business, including but not limited to the Oxi Fresh Scheduling and Marketing System, are deemed part of the Licensed Methods under the Franchise Agreement.

## **Training Programs.**

We provide an initial training program at no additional charge for you, or if you are an entity, a person designated by you to assume primary responsibility for the management of your OXI FRESH Business (the “**Operations Manager**”), and up to one additional employee, provided the training of the

additional employee is done at the same time as your or your Operations Manager's training. We may require any other principal(s) or employee(s) of your OXI FRESH Business to attend and satisfactorily complete all initial training programs. If you are acquiring your OXI FRESH Business as the result of a transfer, you will be required to pay a transferee's training fee of \$1,000. Before providing your first cleaning service to a customer through your OXI FRESH Business, you or your Operations Manager must attend and complete the initial training program to our satisfaction. It is required that you, your Operations Manager and all of your principal(s) or employee(s) participating in the initial training program sign a Confidentiality/Application Agreement prior to taking the initial training course. That Confidentiality/Application Agreement is attached to this Disclosure Document as Attachment B.

We will also provide at no additional charge an advanced training program (the "**Advanced Training Program**") for you or your Operations Manager and up to one additional employee at a later date. Franchisee or its Operations Manager must attend and satisfactorily complete the Advanced Training Program.

In addition to the initial training program and Advanced Training Program, we provide the Commercial/Pull System Training Program to franchisees who choose at their option to participate and pay us the Commercial/Pull System Training Fee of \$400 per attendee. If you elect to participate and pay the Commercial/Pull System Training Fee, you or your Operations Manager may participate in the training, and up to one additional employee may also participate provided the training of the additional employee is done at the same time as your or your Operations Manager's training. There is no requirement to complete the Commercial/Pull System Training Program to our satisfaction. You may elect to participate in the Commercial/Pull System Training Program when you initially acquire your franchise, or at a later date after your OXI FRESH Business is operating. This training program is an advanced program, and as a result franchisees usually elect to participate only after having operated their OXI FRESH Businesses for a period of time, often one to three years, and established those businesses. Because franchisees typically participate in this training at a later time instead of in conjunction with their initial training program, only approximately 7.5 percent of our new franchisees elected to participate in the Commercial/Pull System Training Program in the year 2023.

All of these training programs are conducted at our headquarters in Lakewood, Colorado, U.S.A. The initial franchise training program, the Advanced Training Program, and the Commercial/Pull System Training Program each last two business days. The actual length of your training programs and your training schedules may be adjusted by us based on your prior experience or training. Typically, the initial training program is conducted before you sign your Franchise Agreement. Following the second day of training, we may refuse to offer a franchise to you. If we do offer a franchise to you, you may accept our offer by executing our Franchise Agreement at that time, or you may reject our offer. The initial training program must be completed prior to the time that you provide your first cleaning service to a customer through your OXI FRESH Business. The Advanced Training Program will be conducted between 90 and 180 days after you sign your Franchise Agreement and commence operations. The Commercial/Pull System Training Program will be conducted following your election to participate and your payment of the Commercial/Pull System Training Fee. The Commercial/Pull System Training Program may be conducted separately or in conjunction with the initial training program based on the availability of the programs and the time that you elect to participate in the Commercial/Pull System Training Program. All of these training programs use written materials developed by us and approved vendors.

You are responsible for the transportation and living expenses of you or your Operations Manager and any of your employees while attending the training programs. However, we will reimburse you for the cost of transportation and lodging related to the Advanced Training Program, up to a maximum of \$350 per each of your attendees, for up to two attendees.

We do not maintain a formal training staff. The initial training program and Advanced Training Program is supervised by our President, Jonathan Barnett. Jonathan Barnett has over 17 years of experience with us and 19 years of experience in the field. The Commercial/Pull System Training Program is supervised by Cameron Welch, who has over 12 years of experience with us and in the field. Other employees of ours and our suppliers or other existing franchisees may also participate in providing training. Each of our instructors has demonstrated to us satisfactory knowledge of the topics they instruct, has at least one year of experience with us and three years of experience in the fields of their topics, and are overseen and reviewed by Jonathan Barnett or Cameron Welch, as applicable.

We plan on being flexible in scheduling training to accommodate our personnel, you and your employees. There are currently no fixed (i.e. monthly or bi-monthly) training schedules for the initial training program, the Advanced Training Program, or the Commercial/Pull System Training Program, although it is anticipated that the Commercial/Pull System Training Program will be conducted once a month. As of the date of this Disclosure Document, our training programs consist of the following topics:

### **TRAINING PROGRAM**

#### **Initial Training Program**

<b>Column 1 Subject</b>	<b>Column 2 Hours of Classroom Training</b>	<b>Column 3 Hours of On-the- Job Training</b>	<b>Column 4 Location</b>
Marketing	3 – 4 hrs.	0	Lakewood, Colorado
Management Duties	1 – 2 hrs.	0	Lakewood, Colorado
Cleaning Agents	1 – 2 hrs.	0	Lakewood, Colorado
Scheduling Center Operations	1 – 2 hrs.	0	Lakewood, Colorado
Machine Operations	0	5 – 8 hrs.	Lakewood, Colorado
<b>TOTAL TRAINING</b>	<b>6 – 10 hours</b>	<b>5 – 8 hours</b>	

#### **Advanced Training Program**

<b>Column 1 Subject</b>	<b>Column 2 Hours of Classroom Training</b>	<b>Column 3 Hours of On-the- Job Training</b>	<b>Column 4 Location</b>
Advanced Marketing and Operational Concepts	6 – 10 hrs.	5 – 8 hrs.	Lakewood, Colorado
<b>TOTAL TRAINING</b>	<b>6 – 10 hours</b>	<b>5 – 8 hours</b>	

#### **Commercial/Pull System Training Program**

<b>Column 1 Subject</b>	<b>Column 2 Hours of Classroom Training</b>	<b>Column 3 Hours of On-the- Job Training</b>	<b>Column 4 Location</b>
What is the Commercial/Pull System?	.5 hrs.	0	Lakewood, Colorado
Commercial/Pull System Sales – The Basics	1.25 hrs.	0	Lakewood, Colorado
Generating Sales with the	4.25 hrs.	0	Lakewood, Colorado

<b>Column 1 Subject</b>	<b>Column 2 Hours of Classroom Training</b>	<b>Column 3 Hours of On-the- Job Training</b>	<b>Column 4 Location</b>
Commercial/Pull System			
Cleaning with the Commercial/Pull System	4 hrs.	0	Lakewood, Colorado
Property Manager Presentation	4 hrs.	0	Lakewood, Colorado
Commercial/Pull System Pricing and Payments	.5 hrs.	0	Lakewood, Colorado
The Inspection and Bid Process	1 hr.	0	Lakewood, Colorado
The Scheduling Software and the Commercial/Pull System	1.5 hrs.	0	Lakewood, Colorado
<b>TOTAL TRAINING</b>	<b>17 hours</b>	<b>0</b>	

If we determine that it is appropriate or necessary, we can require that you or your Operations Manager, as applicable, re-attend and successfully complete the initial training program or Advanced Training Program, at your sole cost and expense. If we determine that you or your Operations Manager require training in addition to the initial training program and Advanced Training Program, or if you reasonably request additional training and we in our sole discretion agree to provide it, then we will provide notice to you of the additional training, and we will conduct the additional training program at a location we designate. You will be responsible for paying the travel, lodging and other costs for you, your Operations Manager, or your other representatives, and you will be required to pay us our reasonable fees for conducting additional training. See Item 6.

We may present seminars, international, national or regional conventions, continuing development programs or other meetings. Most of these are voluntary and your attendance is not required. However, you or your Operations Manager must attend any mandatory seminars, programs or meetings we conduct, not to exceed two of these programs per year. We will give you at least 30 days' prior written notice of any seminar, convention, program or meeting that is mandatory. All mandatory training will be offered without a tuition charge; provided that we may allocate the costs incurred in holding these training programs, including facility costs, materials expenses, food and banquet expenses, and all other expenses for related activities, equally among all franchisees whose attendance is required, regardless of attendance at the meeting or convention. You will be required to pay your pro-rata share if you attend the meeting or convention and 150 percent of your pro-rata share if you do not attend the meeting or convention. We may choose to waive all or a portion of the costs of attendance for any attendees of any convention or meeting without being obligated to waive any costs for non-attendees of the convention or meeting. You will also be responsible for all transportation and living expenses incurred while attending these programs. If you fail to attend a program at which attendance is deemed mandatory, we may, without waiving any other rights, also require you to attend and complete a make-up or alternative program at a location determined by us, and you will be responsible for the costs of the make-up program.

### **Operations Manual.**

Our Operations Manual consists of one or more manuals (including an operations manual and a cleaning systems manual), technical bulletins, videotapes, CD-ROMs or other written or media materials; and may be modified by us. At our option, we may make the Operations Manual available to you via the Internet (including through the Inner Circle portion of our website) or other electronic means. If any inconsistencies exist between the provisions in any Operations Manual we loan to you, or otherwise make available to you, and our master Operations Manual we maintain at our office, regardless of whether it is

in electronic or other form, our master Operations Manual will control. We may modify the Operations Manual in our sole discretion and you must conform your OXI FRESH Business to any modification within 30 days of being notified of the change. The Operations Manual must always be followed, even as modified by us.

The Table of Contents of our Operations Manual is set forth in Attachment H. There are 168 total pages in our Operations Manual.

## **ITEM 12 TERRITORY**

We recommend that your OXI FRESH Location be your personal residence, as this approach will save you a substantial amount of money. You may, however, select a commercial office building, industrial office complex or business park facility as your OXI FRESH Location. We must review and approve your selection of your OXI FRESH Location. You must also have a physical location address in each of your Protected Territories for Google local marketing purposes. See Item 11.

You will receive a designated territory as your Protected Territory that will be delineated by county, city, zip codes, street boundaries, or other designated geographical boundaries as determined by Census Bureau statistics. Your Protected Territory will contain approximately 110,000 households. You will operate from one location, your OXI FRESH Location, and you must notify us before relocating your OXI FRESH Location. We will generally approve your relocation to a new OXI FRESH Location if the new location is your new personal residence, or, otherwise, if the new location is located in your Protected Territory.

As long as you remain in compliance with your Franchise Agreement, we will not operate locations or grant franchises for an OXI FRESH Business within your Protected Territory. However, other franchisees may engage in Broad Area Marketing covering areas that may include your Protected Territory and may accept business resulting from referrals or unsolicited inquiries from customers within your Protected Territory, just as you may do outside of your Protected Territory as described herein. Your rights to your Protected Territory are further subject to any N&I Account Program we may establish, as discussed below. We or an affiliated company of ours may also operate businesses or grant franchises to operate businesses, within or outside of your Protected Territory, if they are operated under a different name or if they offer different goods or services. We have no plans at this time, however, to operate or franchise any other businesses selling goods or services similar to those you will offer. Provided you are in compliance with your Franchise Agreement, you will maintain rights to your Protected Territory, even though the population may increase. The size and your rights to your Protected Territory does not differ based upon the type of equipment packages you may acquire.

You will 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 not restricted on the number of carpet cleaning machines or upholstery cleaning machines you may operate in your Protected Territory. If you offer the grout and tile cleaning services, you must have one set of grout and tile brushes for each carpet cleaning machine you operate. If you offer the hardwood floor cleaning services, you must have a hardwood floor cleaning machine and hardwood floor cleaning agents.

If you desire a territory larger than 110,000 households, you must purchase franchises for additional OXI FRESH Businesses. See Item 5 for discussion on the Initial Franchise Fee for second and subsequent franchises.

You do not receive the automatic right under the Franchise Agreement to acquire additional franchises for OXI FRESH Businesses with Protected Territories adjacent to your Protected Territory, or any other options, rights of first refusal, or similar rights to acquire any additional franchises from us. In certain cases, in our sole discretion, potential franchisees may acquire an option to open an OXI FRESH Businesses in a defined Reserved Territory pursuant to a Deposit Agreement. The Deposit Agreement and Reserved Territories are discussed in Item 5. We may in our discretion offer you the right to acquire additional franchises in the future.

You must devote your marketing to customers solely in your Protected Territory, although you may accept business resulting from referrals or unsolicited inquiries from customers outside your Protected Territory. You may engage in Broad Area Marketing covering an area that includes but extends beyond your Protected Territory under certain conditions as stated in Item 11, above. You may not solicit customers from outside your Protected Territory without our prior written approval. If you do solicit customers outside your Protected Territory, without our prior approval, then we have the right to require you to send all of the revenues derived from those customers to the franchisee who has acquired the territory where those customers are located, or to us.

Focused Marketing and Broad Area Marketing materials distributed or displayed within a franchisee's own protected territory are not considered a solicitation with regard to customers outside of the franchisee's protected territory. If a customer located outside of the protected territory of a particular OXI FRESH franchisee is exposed to advertising by that franchisee that is distributed or displayed in that franchisee's protected territory, and that customer later retains the services of that franchisee as a result of the advertising, that franchisee may provide those services to the customer regardless of the location of the customer.

Other restrictions on your marketing activities are stated in Item 11.

If you provide services to any customer outside of your Protected Territory and within an area that is not, at the time any such services are provided, within the protected territory of another OXI FRESH Business (a "**Previously Unassigned Location**"), whether such jobs result from referrals or unsolicited inquiries, Broad Area Marketing, or otherwise, we may assign, direct, and refer that customer to an OXI FRESH Business that has as its protected territory all or part of the Previously Unassigned Location (the "**New Business**"). To enable us to ensure that future jobs scheduled for a customer in the Previously Unassigned Location are assigned to the New Business, we may require that any Market Expansion Line of yours used in the marketing directed at customers in the Previously Unassigned Location, or otherwise provided to or used by any customer in the Previously Unassigned Location, be converted to a Co-Op Line. We may also take any other actions we deem appropriate to assign, direct, or refer these customers to the New Business, including but not limited to sending notices to the customers in the Previously Unassigned Location of the New Business or advising those customers of the New Business when they contact our Scheduling Center.

We solicit and reserve the right to continue to solicit businesses with locations in more than one geographic area to participate in our "**National and International Account Program**" or "**N&I Account Program.**" We have the right to solicit customers within your Protected Territory, including existing customers of your OXI FRESH Business, to become customers under our N&I Account Program, and you must cooperate with us and assist us in such solicitation. Unless waived by us, you must participate

in and comply with the rules of our N&I Account Program by providing services to N&I Account Program customers who have locations within your Protected Territory. The rules for the N&I Account Program may include requirements related to the types of services to be performed, additional training, the pricing for the services, the payment of any fees to us for additional training, administering the N&I Account Program, and referring customers, and a quality review by us of the services you provide. These terms may vary depending upon the N&I Account Program customer. If you fail to comply with the terms of the N&I Account Program or if we determine at any time that you have not provided a satisfactory level and quality of service to a customer under the N&I Account Program, you will be in default of your Franchise Agreement and we may appoint another franchisee of ours to perform any future services for that customer's locations within your Protected Territory.

We further have and retain the right under the Franchise Agreement to: (a) develop and establish other franchise systems for different products or services utilizing proprietary marks not now or in the future designated as part of the Licensed Methods, and to grant licenses for these other franchised or licensed systems without providing you any right in those systems; (b) open, operate, sell, and/or manage OXI FRESH Businesses outside the Protected Territory; (c) use or license others to use the Marks and Licensed Methods for the operation of OXI FRESH Businesses at any location other than in the Protected Territory; (d) use the Marks and the Licensed Methods in connection with the provision of other services and products or in alternative channels of distribution (including, but not limited to, Internet, catalog, mail order, telemarketing or other direct marketing sales), without regard to location; (e) use the Marks and the Licensed Methods in connection with licensing to others to provide, or the provision by us directly of, services and products to commercial customers without regard to location in situations in which we determine in our sole discretion that you will not be permitted by the commercial customer to provide the services, or if you are unable to adequately provide services to the commercial customers, including in cases where the commercial customer requires union labor which you are unable to provide or where the size or other aspects of the work make it unlikely in our determination that you will be able to provide a satisfactory level and quality of service; and (f) use and license the use of other proprietary marks or methods of doing business which are not the same as, or confusingly similar to, the Marks or Licensed Methods, whether in alternative channels of distribution (including, but not limited to, Internet, catalog, mail order, telemarketing or other direct marketing sales), at any location, including within the Protected Territory, which may be similar to or different from OXI FRESH Businesses. We retain and may exercise these rights without any compensation to you.


We can acquire or be acquired by, or engage in any other transaction with, other businesses (competitive or not) with companies or units located anywhere, including arrangements where other units are (or are not) converted to the Licensed Methods or other format, or in which company-owned, franchised or other businesses (including your OXI FRESH Business) are (or are not) converted to another format (whether competitive or not), or both, and is maintained as the same concept, or as a separate concept in your Protected Territory. You must fully cooperate with any of these conversions, at your sole expense.

Your rights to your Protected Territory or the Franchise Agreement's continuation are not dependent upon you achieving any sales quotas, market penetrations or other contingencies.

*[CONTINUED ON FOLLOWING PAGE]*

**ITEM 13  
TRADEMARKS**

Our parent company, Barnett Enterprises Corp. (“BEC”), has registered the following Marks with the United States Patent and Trademark Office on the Principal Register:

Mark	Registration Number	Date of Registration
OXI FRESH	3,850,030	September 21, 2010
OXI FRESH CARPET CLEANING	3,305,201	October 9, 2007
	3,305,202	October 9, 2007
THE WAY MOTHER NATURE CLEANS	3,273,294	August 7, 2007
THE WORLD’S GREENEST CARPET CLEANER	4,727,525	April 28, 2015

BEC has filed all required affidavits related to the registration of these Marks. The registrations for the above listed Marks have been renewed as necessary to keep these registrations in effect. BEC intends to continue to renew the registrations of these Marks at the appropriate time.

BEC has granted us, in a License Agreement, dated effective September 27, 2006, and renewed on September 27, 2016, an exclusive, royalty-free license to use and to permit our franchisees to use, the Marks anywhere in the world. The renewed license is for 10 years commencing September 27, 2016, but it will automatically renew for additional 10-year periods if we do not materially breach the License Agreement by engaging in any activity that damages the Marks or the goodwill of BEC. If the license is terminated, BEC has agreed to license the use of the Marks directly to our franchisees until each franchise agreement expires or is otherwise terminated.

In addition to those Marks listed above, we claim common law service or trademark rights to a number of other words, phrases, or designs that you may use in your OXI FRESH Business. The following statements apply solely to any unregistered trademarks and service marks: We do not have a federal registration for these principal trademarks. Therefore these trademarks do not have as many legal benefits and rights as federally registered trademarks. If our right to use these trademarks is challenged, you may have to change to an alternative trademark, which may increase your expenses.

Under the Franchise Agreement, we grant you the right and license to use the Marks and the Licensed Methods solely in connection with your OXI FRESH Business. You may use our Marks only in the manner authorized and permitted by us and you may not directly or indirectly contest the ownership or rights of BEC or us in the Marks. You cannot use the name “Oxi Fresh” as part of your business name. You cannot use our Marks as part of an electronic address, domain name or on any websites on the Internet, or with modifying words, designs or symbols, except as we may license to you, without our prior written consent, which may be withheld for any reason. You may not use our Marks with an unauthorized product or service, or in a manner not authorized in writing by us. You must modify or discontinue your use of our Marks if we require the modification or discontinuance of them, at your expense.

There are presently no effective determinations of the United States Patent and Trademark Office, the Trademark Trial and Appeals Board, the trademark administrator of any state, or any court that apply to the Marks.



Except as described above, no agreements significantly limit our right to use or license the use of the Marks in a manner material to the franchise.

Our logo is part of our Marks.

The Franchise Agreement does not contain any provisions under which we are required to defend or indemnify you against any claims of infringement or unfair competition arising out of your use of the Marks. If litigation involving the Marks is instituted or threatened against you, the Franchise Agreement requires you to notify us promptly and cooperate fully with us in defending or settling the litigation.

We have no actual knowledge of either superior prior rights or infringing uses that could materially affect your use of the Marks.

## **ITEM 14 PATENTS, COPYRIGHTS AND PROPRIETARY INFORMATION**

### **Patents Rights and Copyrights.**

No patents or pending patent applications are material to the franchise.

We claim a copyright and treat the information in the Operations Manual as confidential trade secrets. We also claim a copyright in the software used in our Oxi Fresh Scheduling and Marketing System and our other written materials. You are permitted to use the Operations Manual, the Oxi Fresh Scheduling and Marketing System, and our written materials as part of your OXI FRESH Business. We have not registered any of these materials with the U.S. Copyright Office.

### **Operations Manual and Other Confidential Information.**

Our Operations Manual and related materials are proprietary and confidential. They are our property to be used by you only as described in and during the term of the Franchise Agreement. The Operations Manual and other materials that contain our Marks or are otherwise proprietary to us must be returned to us if your Franchise Agreement expires or is terminated for any reason.

The Franchise Agreement requires you to maintain all of our Confidential Information as confidential both during and after the term of the Franchise Agreement. “**Confidential Information**” includes all information, data, techniques and know-how designated or treated by us as confidential and includes the Operations Manual. You may not at any time disclose, copy or use any Confidential Information except as specifically authorized by us. Under the Franchise Agreement, you agree that all information, data, techniques and know-how developed or assembled by you or your employees or agents during the term of the Agreement and pertaining to the Licensed Methods will be deemed a part of the Confidential Information protected under the Franchise Agreement. You may not use our Confidential Information in any unauthorized manner and you must take reasonable steps to prevent their disclosure to others. We may, in our discretion, require you and each of your officers, partners, directors, beneficial owners and employees who become aware of or have access to our confidential information, and their immediate family members, generally meaning their spouses, parents, siblings, and adult children, to execute our Nondisclosure and Noncompetition Agreement in the form attached to this Disclosure Document as Attachment C. You must provide us with a copy of each Nondisclosure and Noncompetition Agreement at the time it is signed and thereafter upon our request. We will require you, your Operations Manager and each of your officers, partners, directors, beneficial owners and employees

who participate in the initial training program to execute our Confidentiality/Application Agreement in the form attached to this Disclosure Document as Attachment B, prior to any participation in the program.

Our right to use or license the copyrighted and other proprietary and confidential materials is not materially limited by any agreement or known infringing use. There is no determination of any administrative office or any court regarding these materials.

**ITEM 15**  
**OBLIGATIONS TO PARTICIPATE IN THE**  
**ACTUAL OPERATION OF THE FRANCHISED BUSINESS**

You are not required to personally participate in the direct operation of your OXI FRESH Business. If you do not personally participate in the direct operation of your OXI FRESH Business on a daily basis, you must appoint an Operations Manager, who must participate in the direct operation of your OXI FRESH Business on a daily basis. If you are a business entity, your designated Operations Manager does not need to have an ownership interest in you.

You or your Operations Manager must successfully complete the initial training program and Advanced Training Program required by us. You may have one additional person attend the initial training program and Advanced Training Program with you or your Operations Manager. Any replacements or subsequent Operations Managers must be trained fully according to our standards by either you or us. If we provide this additional training, we may charge a fee to you. See Items 6 and 11 of this Disclosure Document.

You are responsible for recruiting, appointing, hiring, firing, and supervising your employees, independent agents, Operations Managers, and other representatives. You are solely responsible for implementing training and other programs for your employees and agents related to the legal, safe, and proper performance of their work, regardless of the fact that we may provide advice, suggestions, and certain training programs. The advice, suggestions, and training we provide are to protect our brand and the Marks and not to control the day-to-day operation of your OXI FRESH Business. You will have sole authority and control over the day-to-day operations of the OXI FRESH Business and its employees and other representatives.

If you are an entity, each individual who holds an ownership interest in you must personally guarantee all of your obligations under the Franchise Agreement. (See Exhibit II of the Franchise Agreement for the form of Guaranty and Assumption of Franchisee's Obligations.)

We may require you to cause each of your Operations Managers, officers, directors, partners or shareholders, employees, independent agents, and any member of your or their immediate families, to execute our standard Nondisclosure and Noncompetition Agreement, a copy of which is attached to this Disclosure Document as Attachment C. We will require you to cause each of your Operations Managers, officers, directors, partners or shareholders, and any member of your or their immediate families, who participates in the initial training program to execute the Confidentiality/Application Agreement attached as Attachment B, prior to any participation in the program. If we require any immediate family member to execute our standard Nondisclosure and Noncompetition Agreement or Confidentiality/Application Agreement after your execution of the Franchise Agreement, you must use your best efforts to cause the execution of that agreement.

Other than the requirements above, we make no recommendations and have no requirements regarding written employment or other written agreements between you and your employees.

**ITEM 16  
RESTRICTIONS ON  
WHAT THE FRANCHISEE MAY SELL**

You must operate your OXI FRESH Business in strict conformity with all prescribed methods, procedures, policies, standards, and specifications in the Licensed Methods, as described in the Operations Manual and in other writings provided to you by us. You must use your OXI FRESH Location only for the operation of the OXI FRESH Business (except if it is also your personal residence) and you may not operate any other business at or from your OXI FRESH Location without our express prior written consent, which may be withheld for any purpose.

You may offer and sell only those goods and services that we approve. We maintain a written list of approved goods and services in the Operations Manual, which we may change (see Item 8 in this Disclosure Document).

You must offer all goods and services that we designate as required for all franchises. In addition, we may require you to comply with other requirements (such as state or local licenses, training, marketing, insurance) before we will allow you to offer certain optional services.

You must purchase on an ongoing basis a minimum volume of certain necessary equipment, inventory, materials and related items, forms, and other supplies as we may designate from us or our designated suppliers, to comply with the Minimum Purchase Obligations described in Item 8.

We reserve the right to designate additional required or optional services in the future and to withdraw any of our previous approvals. In that case, you must comply with the new requirements.

We may impose restrictions regarding your access to, and the services and pricing for, customers with multiple business locations under our N&I Account Program described in Item 12 above.

See Items 8, 9, 11 and 12 for more information about your obligations and restrictions.

**ITEM 17  
RENEWAL, TERMINATION, TRANSFER  
AND DISPUTE RESOLUTIONS**

**THE FRANCHISE RELATIONSHIP**

**This table lists certain important provisions of the franchise and related agreements. You should read these provisions in the agreements attached to this Disclosure Document.**

<b>Provision</b>	<b>Section in Franchise or Other Agreement</b>	<b>Summary</b>
a. Length of the Franchise Term	Franchise Agreement (“FA”) Section 3.1; Deposit Agreement (“DA”) Section 2	7 years; A reservation of a Reserved Territory under the Deposit Agreement lasts for 90 days
b. Renewal or extension of the term	FA Section 3.3	Successive term of 7 years each, subject to certain terms

Provision	Section in Franchise or Other Agreement	Summary
c. Requirements for you to renew or extend	FA Section 3.3	Not less than 120 days nor more than one year written notice; compliance with Franchise Agreement; satisfaction of all monetary obligations owed us; execution of our current form of Franchise Agreement (which may contain terms and conditions materially different from your original Franchise Agreement); meet current qualification and training requirements; modify OXI FRESH Business and operations to conform with current Operations Manual; execution of a general release; pay successor franchise fee; others
d. Termination by you	FA Section 18.4	Upon our breach the Franchise Agreement, if you provide us with written notice within 30 days of the breach and a reasonable opportunity to cure of not less than 90 days (subject to state law)
e. Termination by us without cause	FA Section 18.3	We can terminate at our option if there is a force majeure event that prevents us from performing our obligations under the Franchise Agreement and continues for longer than six months
f. Termination by us with cause	FA Sections 18.1 and 18.2	We can terminate if you commit any one of several listed violations
g. "Cause" defined-curable defaults	FA Section 18.2	You have 7 days to cure the filing of a legal action in violation of the dispute resolution terms in the Franchise Agreement; 10 days to cure a failure to make payments, misuse of Marks, and failure to submit reports or other records; and 30 days to cure other defaults under Franchise Agreement not listed as non-curable (subject to state law). If we provide you with a notice of default, we and our affiliates may suspend services to you and cancel your scheduled appointments until each default is cured.
h. "Cause" defined-non-curable defaults	FA Section 18.1; DA Sections 1 through 4	Non-curable defaults under the Franchise Agreement include unauthorized disclosure of Operations Manual or other confidential information; abandonment of OXI FRESH Business; 3 notices of default during the term even if cured; insolvency or bankruptcy; criminal convictions; unauthorized transfer; material misrepresentation on initial application; failure to complete training; condemnation or loss of OXI FRESH Location if not relocated and reopened within 60 days; contesting our ownership in Marks; improper business practices; sexual harassment or discrimination; Acts of Deception (as defined in Section 16.5 of the Franchise Agreement); violations of non-compete or other in-term restrictive covenants; breach of other agreement between us or any of our affiliates and you or any of your affiliates; guaranty becomes unenforceable or inadequate; others (subject to state law);

<b>Provision</b>	<b>Section in Franchise or Other Agreement</b>	<b>Summary</b>
		Non-curable defaults under the Deposit Agreement include material misrepresentation on initial application; breaches of related agreements; others (subject to state law)
i. Your obligations on termination/non-renewal	FA Sections 18.5, 18.7 through 18.10	Includes payment of money owed to us; payment of an amount equal to the Royalty Fees due over the shorter of three years or the remaining term under the Franchise Agreement, if terminated due to your default; discontinue using Marks; return Operations Manual and other materials; transfer phone numbers and listings; shut down websites and transfer web addresses; cease operating OXI FRESH Business; amend or cancel assumed names; use no marks likely to cause confusion; offer us the option to purchase your inventory and equipment and assume your lease; modify premises; abide by all post-termination covenants (see row “r” also); others. We have the right to take these actions if you fail to do so. Any loans to you from us become immediately due.
j. Assignment of contract by us	FA Section 17.1	No restriction on right to transfer
k. “Transfer” by you – defined	FA Section 17.2 DA Section 9	Includes assignment of Franchise Agreement, transfer of an ownership interest in business entity, transfer of substantial portion of assets of business, transfers by operation of law
l. Our approval of transfer by you	FA Sections 17.3; DA Section 9	We have the right to approve all transfers of your Franchise Agreement and Deposit Agreement
m. Conditions for our approval of transfer	FA Sections 17.3 and 17.4	Notice; comply with Franchise Agreement; payment of all monetary obligations owed us; transferee signs current form of Franchise Agreement (which may contain terms and conditions materially different from the original Franchise Agreement); transfer fee or resale assistance fee paid; general release signed; transferee purchases assets and assumes liabilities of business including outstanding promotional offers; training fee paid; transferee completes initial training program; transferee meets current standards; purchase agreement approved; others (see row “r” also)
n. Our right of first refusal to acquire your business	FA Section 17.6	We have the option to match any offer for your OXI FRESH Business
o. Our option to purchase your business	FA Sections 18.8 and 18.9	We have the option to purchase the assets and assume or enter into a lease for any non-residential premises of your OXI FRESH Business upon termination or expiration
p. Your death or disability	FA Section 17.5	Franchise must be assigned (see rows “l” and “m” above) to a third party approved by us within 90 days. In our sole judgment we may operate the business as long as we deem necessary or practical.

<b>Provision</b>	<b>Section in Franchise or Other Agreement</b>	<b>Summary</b>
q. Non-competition covenants during the term of the franchise	FA Section 20.1	Prohibited from owning, operating or performing services for a business competing with us or Fresh Sweeps and from diverting the employees of us or other franchisees (subject to state law)
r. Non-competition covenants after the franchise is terminated or expires	FA Sections 20.2 and 20.4; DA Section 7	No involvement in a business competitive with us or Fresh Sweeps for 2 years within a 20 mile radius of your Protected Territory or the Protected Territory of any other OXI FRESH Business, or within a 20 mile radius of the territory of any Fresh Sweeps business; no diverting the employees of us or any other franchisees for 2 years (subject to state law)
s. Modification of the agreement	FA Section 23.1; DA Section 9	The Franchise Agreement may be modified by a writing signed by both parties or, at our option, upon approval of 75% of our franchisees affected by the modification. The Deposit Agreement may be modified only by a writing signed by both parties. The Operations Manual may be modified unilaterally by us.
t. Integration/ merger clause	FA Section 23.2; DA Section 9	Only the terms of the Franchise Agreement and Deposit Agreement are binding (subject to state law). Any representations or promises outside of this Disclosure Document, the Franchise Agreement, and the Deposit Agreement may not be enforceable. Nothing in the Franchise Agreement or Deposit Agreement is intended to disclaim any representations made by us in this Disclosure Document.
u. Disputes resolution by arbitration or mediation	FA Section 22.1; DA Section 5	Except for certain claims, all disputes must be arbitrated in Denver, Colorado (subject to state laws). If a claim can be brought in court, both you and we agree to waive our rights to a jury trial.
v. Choice of forum	FA Sections 22.1 and 22.5; DA Section 5	Colorado (subject to state laws)
w. Choice of law	FA Section 22.5; DA Section 5	Federal and Colorado law (subject to state laws). The Colorado Consumer Protection Act does not apply.

Certain states have statutes that may supersede the Franchise Agreement in your relationship with us, including the areas of termination and renewal of your franchise. Certain states may also have court decisions that may supersede the Franchise Agreement in your relationship with us, including the areas of termination and renewal of your franchise. See the State Specific Addenda, which is attached to this Disclosure Document as Attachment M.

**ITEM 18  
PUBLIC FIGURES**

We do not use any public figures to promote our franchise. You may use the name of a public figure or celebrity in your promotional efforts or advertising only with our approval.

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

The following chart is an historic financial performance representation, providing information regarding those jobs completed by the OXI FRESH Business operators that qualify as “**Active Operators**,” as defined below, during the calendar year 2023 (the “**2023 Jobs**”). Specifically, the chart shows (i) the annual total sales for all 2023 Jobs on average for each Active Operator, and the corresponding median number; (ii) the total number of 2023 Jobs on average for each Active Operator, and the corresponding median number; (iii) the average sales price per individual 2023 Job for the Active Operators, and the corresponding median number; and (iv) the percentage of the Active Operators who have obtained 100 or more starred Google reviews for their OXI FRESH Businesses.

<b>AVERAGE JOB AND SALES PRICE INFORMATION FOR ACTIVE OXI FRESH BUSINESS OPERATORS DURING CALENDAR YEAR 2023</b>							
Column 1 OXI FRESH Businesses <sup>1-9,18</sup>	Column 2 Average Annual Total Sales for All 2023 Jobs <sup>10,16,17,19</sup>	Column 3 Median Annual Total Sales for All 2023 Jobs <sup>11,16,17</sup>	Column 4 Average Total Number of 2023 Jobs <sup>12</sup>	Column 5 Median Annual Number of 2023 Jobs <sup>13</sup>	Column 6 Average Per Job Price for 2023 Jobs <sup>14,16</sup>	Column 7 Median Per Job Price for 2023 Jobs <sup>14,16</sup>	Column 8 Percentage of Operators with 100+ Starred Google Reviews <sup>15</sup>
Top Fifth - Active Operators	\$383,298.59	\$285,134.02	1,592	1,262	\$245.04	\$245.00	100%
Second Fifth - Active Operators	\$165,521.56	\$162,056.23	659	641	\$264.40	\$250.44	94.44%
Middle Fifth - Active Operators	\$112,999.84	\$111,802.36	465	461	\$249.07	\$246.78	83.33%
Fourth Fifth - Active Operators	\$71,761.18	\$70,049.51	331	320	\$223.05	\$215.41	51.35%
Lower Fifth - Active Operators	\$35,111.31	\$36,668.45	159	163	\$236.04	\$219.25	8.33%
Combined Average - All Active Operators	\$153,285.58	\$111,277.00	639	454	\$243.41	\$234.50	67.40%

The accompanying footnotes are an integral part of this chart and should be read in their entirety for a full understanding of the information contained in this chart.

## FOOTNOTES

(1) This chart is based on the results of the Active Operators in the Oxi Fresh system. An “**Active Operator**” is a franchisee in the United States that (i) performed at least one job during each calendar month of the year 2023 and (ii) was open for business at least two days during at least one week each calendar month during the year 2023. Our Operations Manual currently requires that franchisees be open a minimum of two days per week, eight hours per day. We do not regard franchisees that were not open for this minimum period to be actively operating their businesses. The Active Operators included in the chart include only franchisees, and do not include any company-owned or affiliated-owned outlets. They also do not include the results of any franchisees owned in part by individuals identified in Item 2. Finally, these Active Operators do not include the results of 31 outlets that closed at some point during the year 2023, none of which had been open for less than 12 months before closing.

(2) Some Active Operators operate multiple OXI FRESH Businesses in multiple Protected Territories. A franchisee must purchase a separate franchise for each Protected Territory in which it desires to operate. See Item 5.

(3) The fourth fifth in the chart includes the results of 37 Active Operators, while each other fifth shown the chart each include the results of 36 Active Operators. We have grouped the results by Active Operator rather than by individual OXI FRESH Business because the results that we collect for OXI FRESH Business operators operating in multiple Protected Territories are combined into a single report for each operator.

(4) The results in the chart include the results of 181 Active Operators as of the end of 2023 that operated 386 OXI FRESH Businesses in Protected Territories throughout the United States. There were a total of 190 U.S. franchisees in the system that were open for the full year of 2023 and conducted at least one job during the year, that operated a combined 396 OXI FRESH Businesses or outlets (not including any company-owned or affiliated-owned outlets).

(5) As of the start of the year 2023, the OXI FRESH Businesses of the Active Operators included in this chart had been in operation for periods ranging from one year to over 17 years each.

(6) The 2023 Jobs on which the chart is based are all jobs for carpet cleaning, rug cleaning, upholstery cleaning, tile and grout cleaning, and hardwood floor cleaning services that were performed by the Active Operators.

(7) The 2023 Jobs on which the chart is based are those that were completed and paid for during the year 2023.

(8) The term “total sales” as used in this chart means the total gross sales received by a franchisee for 2023 Jobs according to the information reported by the franchisee through our scheduling center, not accounting for any tax or other allowances. However, it does not include any “redos” or cancelled jobs as described below.

(9) If an Active Operator repeats a job to address a problem with the first cleaning (called a “redo”), there is no charge for the redo. Redo jobs are not included in this chart. Occasionally, a customer will cancel a job after it is ordered and logged into the database but before the services are performed. Several reasons exist for why customers cancel jobs after they are ordered. Most of the time, a cancelled job arises when a customer discovers a conflict with the date and time selected for the services



to be provided. Some cancelled orders are rescheduled for another time. Cancelled jobs are not included in this chart unless rescheduled, in which case the rescheduled job is shown if it was completed in calendar year 2023.

**(10)** Column 2 in the chart shows the average of the annual total sales resulting from all 2023 Jobs for the Active Operators. The column indicates the averages for those Active Operators that fell into each fifth as sorted based on total sales for the year, and then the combined overall average among all of the Active Operators. This sales information has been prepared from data obtained from the unaudited information submitted by the Active Operators through our scheduling center. We have not audited these reports.

**(11)** Column 3 in the chart gives the “median” number of annual total sales resulting from 2023 Jobs for each grouping of Active Operators and the combined overall group. The median means the data point that is the center of all data points used, or in the context of this chart, the results of the Active Operator falling in the middle of each grouping. For any groupings with an even number of data points, the two middle numbers are added and then divided by two.

**(12)** Column 4 in the chart shows the average number of 2023 Jobs completed by those Active Operators that fell into each fifth for the year under Column 2, and then the combined overall average among all of the Active Operators.

**(13)** Column 5 in the chart gives the median number of 2023 Jobs completed for Active Operators in each fifth and of the combined overall group.

**(14)** Column 6 in the chart shows the average reported price per job completed during the year 2023 by the Active Operators, sorted by those Active Operators that fell into each fifth for the year under Column 2, and then the combined overall average among all of the Active Operators. Column 7 in the chart gives the median number of the average price per job reported by an Active Operator in each fifth and of the combined overall group.

**(15)** Column 8 shows the percentage of the Active Operators within each fifth who obtained 100 or more starred Google reviews for its OXI FRESH Business, as of February 28, 2024. We have included the information in this column because we highly recommend that franchisees solicit and seek Google reviews. As noted in Item 11, our current advertising policies encourage franchisees to seek and solicit starred Google reviews for their OXI FRESH Businesses, as those reviews help establish priority in search engine result rankings and help to drive sales. We believe that the data in Column 8 in the chart shows that there is a correlation between the success of an OXI FRESH Business and the attainment of these reviews.

**(16)** The amount paid is dependent on the number of rooms and type of rooms to be cleaned. You are generally permitted to charge any amount for the cleaning services you provide through your OXI FRESH Business, subject to the other provisions of your Franchise Agreement and your obligation to comply with our standards, specifications, and Licensed Methods to the extent that they relate to pricing matters.

**(17)** No expenses are shown in the chart or taken into account in the average sales listed. A franchisee will have certain expenses in connection with operating its OXI FRESH Business, including expenses for staff, Royalty Fees, Advertising and Technology Fees, Job Fees, insurance, travel, equipment maintenance, cleaning agent costs and other expenses associated with operating an OXI FRESH Business. You should review the other Items of this Disclosure Document, including Items 5, 6,

and 7, regarding the expenses you might incur in operating an OXI FRESH Business. You may have other expenses not shown in those items as well, including expenses that are unique to your OXI FRESH Business. Further, this chart does not show any taxes due by franchisees, including any sales taxes and income taxes that may be applicable. Taxes vary widely between Protected Territories and from franchisee to franchisee. No attempt is made in the chart to show actual or potential profits.

(18) The following table indicates the number and percentage of Active Operators within each fifth and overall that met or exceeded the average numbers given in the chart:

	Number/Percent of Active Franchisees that Met or Exceeded the Average Annual Total Sales for all 2023 Jobs in Column 2 above	Number/Percent of Active Franchisees that Met or Exceeded the Average Total Number of 2023 Jobs in Column 4 above	Number/Percent of Active Franchisees that Met or Exceeded the Average Per Job Price for 2023 Jobs in Column 6 above
Top Fifth - Active Operators	11 / 30.6%	11 / 30.6%	18 / 50%
Second Fifth - Active Operators	17 / 47.2%	17 / 47.2%	12 / 33.3%
Middle Fifth - Active Operators	14 / 38.9%	16 / 44.4%	16 / 44.4%
Fourth Fifth - Active Operators	18 / 48.6%	17 / 45.9%	15 / 40.5%
Lower Fifth - Active Operators	20 / 55.6%	18 / 50%	9 / 25%
Combined - All Active Operators	59 / 32.6%	57 / 31.5%	76 / 42.0%

(19) The following table indicates the highest and lowest numbers of total sales attained by an Active Operator within each fifth and overall in the chart:

	Highest Total Sales for all 2023 Jobs	Lowest Total Sales for all 2023 Jobs
Top Fifth - Active Operators	\$1,291,912.25	\$212,729.38
Second Fifth - Active Operators	\$210,753.66	\$137,310.81
Middle Fifth - Active Operators	\$134,704.45	\$95,975.90
Fourth Fifth - Active Operators	\$95,781.67	\$53,855.00
Lower Fifth - Active Operators	\$52,973.68	\$9,948.94
Combined - All Active Operators	\$1,291,912.25	\$9,948.94

The information in this Item 19 is based on data collected from our scheduling center in scheduling jobs for the Active Operators and from those reports submitted by the Active Operators to the scheduling center.

The above figures do not account for any expenses in operating an OXI FRESH Business. Expenses will vary from franchisee to franchisee.

The differences in the results are also attributable to the fact that some Active Operators operate a number of OXI FRESH Businesses in multiple Protected Territories.

**Some operators of OXI FRESH Businesses have earned this amount. Your individual results may differ. There is no assurance that you will earn as much.**

If possible, show these figures to someone who can advise you, like a lawyer or an accountant.

Written substantiation for this financial performance representation will be made available to you upon reasonable request.

The financial performance representation figures do not reflect the cost of sales, operating expenses or other costs or expenses that must be deducted from the gross revenues 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 OXI FRESH Business. Franchisees or former franchisees listed in Attachment I and Attachment J to this Disclosure Document may be one source of this information.

Other than the preceding financial performance representation, we do not make any financial performance representations. 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 our management by contacting Jonathan Barnett at 143 Union Boulevard, Suite 825, Lakewood, Colorado, U.S.A. 80228 and 1-877-OXIFRESH, the Federal Trade Commission, and the appropriate state regulatory agencies.

*[CONTINUED ON FOLLOWING PAGE]*

**ITEM 20  
OUTLETS AND FRANCHISEE INFORMATION**

**Item 20 Table No. 1  
Systemwide Outlet Summary  
For Years 2021 to 2023<sup>(1)(2)</sup>**

<b>Column 1 Outlet Type</b>	<b>Column 2 Year</b>	<b>Column 3 Outlets at the Start of the Year</b>	<b>Column 4 Outlets at the End of the Year</b>	<b>Column 5 Net Change</b>
Franchised	2021	401	445	+44
	2022	445	465	+20
	2023	465	477	+12
Company- Owned	2021	14	13	-1
	2022	13	13	0
	2023	13	13	0
<b>Total Outlets</b>	<b>2021</b>	<b>415</b>	<b>458</b>	<b>+43</b>
	<b>2022</b>	<b>458</b>	<b>478</b>	<b>+20</b>
	<b>2023</b>	<b>478</b>	<b>490</b>	<b>+12</b>

(1) Each year period begins on January 1 and ends on December 31.

(2) The currently operating company-owned outlets are owned and operated by our affiliates and former affiliates BEC, Oxi Fresh of Denver, and Greenbaum Barnett Ventures, and by individuals identified as our officers in Item 2 (or entities owned by those individuals).

**Item 20 Table No. 2  
Transfers of Outlets from Franchisees to New Owners (other than the Franchisor)  
For Years 2021 to 2023<sup>(1)</sup>**

<b>Column 1 State</b>	<b>Column 2 Year</b>	<b>Column 3 Number of Transfers</b>
Arizona	2021	1 <sup>(2)</sup>
	2022	1 <sup>(2)</sup>
	2023	1
California	2021	2
	2022	0
	2023	5
Colorado	2021	0
	2022	0
	2023	6
District of Columbia	2021	0
	2022	1
	2023	0
Florida	2021	5
	2022	1
	2023	2

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>State</b>	<b>Year</b>	<b>Number of Transfers</b>
Georgia	2021	4
	2022	1
	2023	0
Idaho	2021	1
	2022	0
	2023	0
Illinois	2021	0
	2022	0
	2023	1
Kansas	2021	0
	2022	3
	2023	0
Kentucky	2021	0
	2022	2
	2023	0
Louisiana	2021	1
	2022	0
	2023	0
Maryland	2021	1
	2022	2
	2023	1
Michigan	2021	0
	2022	0
	2023	2
Minnesota	2021	0
	2022	2
	2023	0
Missouri	2021	0
	2022	3
	2023	0
Nebraska	2021	1
	2022	1
	2023	0
New Jersey	2021	1
	2022	1
	2023	2
North Carolina	2021	0
	2022	2
	2023	0
Ohio	2021	0
	2022	0
	2023	1
Oklahoma	2021	0
	2022	2
	2023	0

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>State</b>	<b>Year</b>	<b>Number of Transfers</b>
Oregon	2021	0
	2022	0
	2023	1
Pennsylvania	2021	2
	2022	0
	2023	1
South Carolina	2021	3
	2022	1
	2023	0
South Dakota	2021	0
	2022	1
	2023	0
Tennessee	2021	2
	2022	0
	2023	2
Texas	2021	7
	2022	8 <sup>(2)</sup>
	2023	11
Utah	2021	0
	2022	1
	2023	4
Virginia	2021	1
	2022	0
	2023	2
Washington	2021	2
	2022	1
	2023	2
Wisconsin	2021	0
	2022	1
	2023	0
<b>Total</b>	<b>2021</b>	<b>34</b>
	<b>2022</b>	<b>35</b>
	<b>2023</b>	<b>44</b>

(1) Each year period begins on January 1 and ends on December 31.

(2) These transfers include transfers of outlets between our affiliates or individuals identified as our officers in Item 2 (or entities owned by those individuals) and franchisees, which are also reflected, as applicable, in Columns 4 and 7 to Table No. 3 below as “Outlets Opened” or outlets “Reacquired by Franchisor,” and in Columns 5 and 7 of Table No. 4 below as “Outlets Reacquired from Franchisee” and “Outlets Sold to Franchisee.”

**Item 20 Table No. 3  
Status of Franchised Outlets  
For Years 2021 to 2023<sup>(1)</sup>**

<b>Column 1 State</b>	<b>Column 2 Year</b>	<b>Column 3 Outlets at Start of Year</b>	<b>Column 4 Outlets Opened</b>	<b>Column 5 Termina- tions</b>	<b>Column 6 Non- Renewals</b>	<b>Column 7 Reacquired by Franchisor</b>	<b>Column 8 Ceased Operations- Other Reasons</b>	<b>Column 9 Outlets at the End of the Year</b>
Alabama	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
	2023	1	2	0	0	0	0	3
Alaska	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
Arizona	2021	10	5 <sup>(2)</sup>	0	0	0	0	15
	2022	15	1 <sup>(2)</sup>	0	0	0	0	16
	2023	16	0	7	0	0	0	9
Arkansas	2021	4	0	0	0	0	0	4
	2022	4	0	0	0	0	0	4
	2023	4	0	0	0	0	0	4
California	2021	34	7	0	0	0	0	41
	2022	41	8	5	0	0	0	44
	2023	44	5	1	1	0	0	47
Colorado	2021	10	0	0	0	0	0	10
	2022	10	0	0	0	0	0	10
	2023	10	0	0	0	0	0	10
Connecticut	2021	3	0	0	0	0	0	3
	2022	3	0	1	0	0	0	2
	2023	2	1	0	0	0	0	3
Delaware	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
	2023	2	0	0	1	0	0	1
District of Columbia	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
	2023	2	0	0	0	0	0	2
Florida	2021	24	3	0	0	0	0	27
	2022	27	3	0	0	0	0	30
	2023	30	8	1	0	0	0	37
Georgia	2021	7	2	0	0	0	0	9
	2022	9	3	0	0	0	0	12
	2023	12	2	1	0	0	0	13
Idaho	2021	3	0	0	0	0	0	3
	2022	3	0	0	0	0	0	3
	2023	3	0	0	0	0	0	3
Illinois	2021	21	0	0	0	0	0	21
	2022	21	0	2	0	0	0	19
	2023	19	0	0	2	0	0	17

Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Terminations	Column 6 Non-Renewals	Column 7 Reacquired by Franchisor	Column 8 Ceased Operations-Other Reasons	Column 9 Outlets at the End of the Year
Indiana	2021	6	2	0	0	0	0	8
	2022	8	2	0	0	0	0	10
	2023	10	0	0	0	0	0	10
Iowa	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
	2023	2	0	0	0	0	0	2
Kansas	2021	5	0	0	0	0	0	5
	2022	5	0	0	0	0	0	5
	2023	5	0	0	0	0	0	5
Kentucky	2021	6	1	0	0	0	0	7
	2022	7	0	0	0	0	0	7
	2023	7	0	0	0	0	0	7
Louisiana	2021	6	0	0	0	0	0	6
	2022	6	0	0	0	0	0	6
	2023	6	0	0	0	0	0	6
Maine	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
Maryland	2021	17	0	0	0	0	0	17
	2022	17	0	0	0	0	0	17
	2023	17	0	0	0	0	0	17
Massachusetts	2021	1	1	0	0	0	0	2
	2022	2	1	0	0	0	0	3
	2023	3	2	1	0	0	0	4
Michigan	2021	10	1	0	0	0	0	11
	2022	11	2	0	0	0	0	13
	2023	13	0	0	0	0	0	13
Minnesota	2021	9	1	0	0	0	0	10
	2022	10	2	0	0	0	0	12
	2023	12	0	0	0	0	0	12
Mississippi	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
	2023	2	2	1	0	0	0	3
Missouri	2021	12	2	0	0	0	0	14
	2022	14	0	0	0	0	0	14
	2023	14	0	0	0	0	0	14
Montana	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
Nebraska	2021	1	1	0	0	0	0	2
	2022	2	0	0	0	0	0	2
	2023	2	0	0	0	0	0	2



Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Termina- tions	Column 6 Non- Renewals	Column 7 Reacquired by Franchisor	Column 8 Ceased Operations- Other Reasons	Column 9 Outlets at the End of the Year
Nevada	2021	3	2	0	1	0	0	4
	2022	4	0	0	0	0	0	4
	2023	4	0	0	0	0	0	4
New Hampshire	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
New Jersey	2021	11	2	2	0	0	0	11
	2022	11	0	0	2 <sup>(3)</sup>	0	0	9
	2023	9	1	0	0	0	0	10
New Mexico	2021	1	0	0	0	0	0	1
	2022	1	1	0	0	0	0	2
	2023	2	1	0	0	0	0	3
New York	2021	14	1	1	0	0	0	14
	2022	14	2	2	0	0	0	14
	2023	14	0	2	0	0	0	12
North Carolina	2021	18	1	0	0	0	0	19
	2022	19	2	2	0	0	0	19
	2023	19	2 <sup>(4)</sup>	0	0	0	0	21
North Dakota	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
	2023	2	0	0	0	0	0	2
Ohio	2021	7	0	0	0	0	0	7
	2022	7	1	0	0	0	0	8
	2023	8	2	0	0	0	0	10
Oklahoma	2021	5	7	1	0	0	0	11
	2022	11	1	0	0	0	0	12
	2023	12	0	0	0	0	0	12
Oregon	2021	3	0	0	0	0	0	3
	2022	3	0	1	0	0	0	2
	2023	2	4	1	0	0	0	5
Pennsylvania	2021	16	4	1	0	0	0	19
	2022	19	1	2	0	0	0	18
	2023	18	0	0	0	0	0	18
Rhode Island	2021	0	0	0	0	0	0	0
	2022	0	1	0	0	0	0	1
	2023	1	0	0	0	0	0	1
South Carolina	2021	9	0	0	0	0	0	9
	2022	9	0	0	0	0	0	9
	2023	9	1	3	0	0	0	7
South Dakota	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
	2023	2	0	0	0	0	0	2

Column 1 State	Column 2 Year	Column 3 Outlets at Start of Year	Column 4 Outlets Opened	Column 5 Terminations	Column 6 Non-Renewals	Column 7 Reacquired by Franchisor	Column 8 Ceased Operations-Other Reasons	Column 9 Outlets at the End of the Year
Tennessee	2021	10	2	1	0	0	0	11
	2022	11	1	0	0	0	0	12
	2023	12	3	0	0	0	0	15
Texas	2021	47	7 <sup>(4)</sup>	1	0	0	0	53
	2022	53	0	0	0	1 <sup>(2)</sup>	0	52
	2023	52	5 <sup>(4)</sup>	0	0	0	0	57
Utah	2021	6	0	0	0	0	0	6
	2022	6	0	0	0	0	0	6
	2023	6	0	0	0	0	0	6
Virginia	2021	16	2	2	0	0	0	16
	2022	16	3	0	0	0	0	19
	2023	19	1	7	0	0	0	13
Washington	2021	14	1	0	0	0	0	15
	2022	15	2	0	0	0	0	17
	2023	17	0	1	0	0	0	16
West Virginia	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
Wisconsin	2021	8	0	0	0	0	0	8
	2022	8	0	0	0	0	0	8
	2023	8	0	0	0	0	0	8
Wyoming	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
	2023	1	0	1	0	0	0	0
Canada: Alberta	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
	2023	2	0	0	0	0	0	2
Canada: British Columbia	2021	0	1	0	0	0	0	1
	2022	1	0	1	0	0	0	0
	2023	0	0	0	0	0	0	0
Canada: Manitoba	2021	0	0	0	0	0	0	0
	2022	0	2	0	0	0	0	2
	2023	2	0	0	0	0	0	2
Canada: Ontario	2021	3	0	0	2	0	0	1
	2022	1	0	0	0	0	0	1
	2023	1	1	0	0	0	0	2
<b>Totals</b>	<b>2021</b>	<b>401</b>	<b>56</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>445</b>
	<b>2022</b>	<b>445</b>	<b>39</b>	<b>16</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>465</b>
	<b>2023</b>	<b>465</b>	<b>43</b>	<b>27</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>477</b>

(1) Each year period begins on January 1 and ends on December 31.

- (2) These outlets listed in Columns 4 as “Outlets Opened” and Column 7 as “Reacquired by Franchisor” include outlets transferred to or from our affiliates or individuals identified as our officers in Item 2 (or entities owned by those individuals), which are treated as company-owned outlets in Table No. 4 below. They are also listed as transfers in Table No. 2 above.
- (3) In 2022, a franchisee operating three outlets in New Jersey elected not to renew two of those outlets, but continued to operate the remaining outlet. These events are noted in the “Non-Renewals” column, but did not result in any franchisees leaving the system.
- (4) Based on changes in the demarcation of Protected Territories over time, (i) one OXI FRESH Business that had been operated in North Carolina was treated as two separate franchises beginning in 2023, (ii) one OXI FRESH Business that had been operated in Texas was treated as two separate franchises beginning in 2021, and (ii) one OXI FRESH Business that had been operated in Texas was treated as two separate franchises beginning in 2023. The additional franchise is accounted for in this table as an outlets opened during 2021.

**Item 20 Table No. 4**  
**Status of Company-Owned Outlets**  
**For Years 2021 to 2023<sup>(1)(2)</sup>**

Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8
State	Year	Outlets at Start of Year	Outlets Opened	Outlets Reacquired from Franchisee	Outlets Closed	Outlets Sold to Franchisee	Outlets at End of the Year
Arizona	2021	8	0	0	0	1 <sup>(3)</sup>	7
	2022	7	0	0	0	1 <sup>(3)</sup>	6
	2023	6	0	0	0	0	6
Colorado	2021	6	0	0	0	0	6
	2022	6	0	0	0	0	6
	2023	6	0	0	0	0	6
Texas	2021	0	0	0	0	0	0
	2022	0	0	1 <sup>(3)</sup>	0	0	1
	2023	1	0	0	0	0	1
<b>Totals</b>	<b>2021</b>	14	0	0	0	1	13
	<b>2022</b>	13	0	1	0	1	13
	<b>2023</b>	13	0	0	0	0	13

- (1) Each year period begins on January 1 and ends on December 31.
- (2) The currently operating company-owned outlets are owned and operated by our affiliates and former affiliates BEC, Oxi Fresh of Denver, and Greenbaum Barnett Ventures, and by individuals identified as our officers in Item 2 (or entities owned by those individuals).
- (3) These outlets are also listed as transfers in Table No. 2 above.

**Item 20 Table No. 5  
Projected Openings As of December 31, 2023**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
<b>State</b>	<b>Franchise Agreements Signed But Outlet Not Opened</b>	<b>Projected New Franchised Outlet In The Next Fiscal Year</b>	<b>Projected New Company-Owned Outlet In The Next Fiscal Year</b>
Alabama	0	2	0
Arkansas	0	0	0
California	0	3	0
Connecticut	0	1	0
Florida	0	3	0
Georgia	0	2	0
Hawaii	0	1	0
Idaho	0	0	0
Illinois	0	2	0
Indiana	0	1	0
Iowa	0	1	0
Kansas	0	0	0
Kentucky	0	1	0
Louisiana	0	1	0
Maine	0	1	0
Maryland	0	0	0
Massachusetts	0	2	0
Michigan	0	2	0
Minnesota	0	1	0
Mississippi	0	1	0
Missouri	0	0	0
Montana	0	2	0
Nebraska	0	2	0
Nevada	0	2	0
New Jersey	0	1	0
New Mexico	0	0	0
New York	0	2	0
North Carolina	0	1	0
North Dakota	0	0	0
Ohio	0	3	0
Oregon	0	2	0
Pennsylvania	0	2	0
Rhode Island	0	1	0
South Carolina	0	2	0
Tennessee	0	0	0
Texas	0	1	0
Utah	0	1	0
Vermont	0	1	0
West Virginia	0	1	0
Wyoming	0	1	0
<b>Total</b>	<b>0</b>	<b>50</b>	<b>0</b>

A list of the names of all franchisees and the address and business telephone numbers of their outlets is provided on Attachment I to this Disclosure Document. A list of the name and last known city, state and telephone number of each franchisee who has had an OXI FRESH Business terminated, canceled, not renewed, or otherwise voluntarily or involuntarily ceased to do business under a franchise agreement during the most recently completed fiscal year, or who has not communicated with us within 10 weeks of the date of this Disclosure Document, is provided on Attachment J to this Disclosure Document. If you buy this franchise, your contact information may be disclosed to other buyers when you leave the franchise system.

Some franchisees have signed confidentiality clauses during the last three years. In some instances, current and former franchisees sign provisions restricting their ability to speak openly about their experience with the Oxi Fresh system. You may wish to speak with current and former franchisees, but be aware that not all of those franchisees will be able to communicate with you.

We have created and sponsor a franchisee advisory council, a trademark-specific franchisee association within the Oxi Fresh system. The information regarding the franchisee advisory council is as follows:

Franchisee Advisory Council  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH

## **ITEM 21 FINANCIAL STATEMENTS**

Attached to this Disclosure Document as Attachment K are our audited financial statements as of December 31, 2023, 2022, and 2021. Our fiscal year end is December 31<sup>st</sup>.

## **ITEM 22 CONTRACTS**

Attached are copies of the following agreements relating to the offer of the franchise:

Attachment A	Franchise Agreement (and attachments)
Attachment B	Confidentiality/Application Agreement
Attachment C	Nondisclosure and Noncompetition Agreement
Attachment D	Statement of Prospective Franchisee
Attachment E	Territory Reservation Deposit Agreement
Attachment F	Form of Successor Franchise Rider to Franchise Agreement

## **ITEM 23 RECEIPTS**

The last two pages of this Disclosure Document are receipt pages. Please sign and date each of them as of the date you received this Disclosure Document, detach the second receipt page, and promptly return it to us as specified on that page.

**ATTACHMENT A  
TO FRANCHISE DISCLOSURE DOCUMENT**

**FRANCHISE AGREEMENT**

**OXI FRESH FRANCHISING CO., INC.**

**FRANCHISE AGREEMENT**

Franchisee: \_\_\_\_\_  
Date: \_\_\_\_\_  
Protected Territory: \_\_\_\_\_

**OXI FRESH FRANCHISING CO., INC.  
FRANCHISE AGREEMENT  
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## EXHIBITS

- I. ADDENDUM TO FRANCHISE AGREEMENT
- II. GUARANTY AND ASSUMPTION OF FRANCHISEE'S OBLIGATIONS
- III. STATEMENT OF OWNERSHIP
- IV. AUTHORIZATION AGREEMENT FOR PREARRANGED PAYMENTS
- V. CREDIT CARD AUTHORIZATION
- VI. RIDERS TO FRANCHISE AGREEMENT FOR SPECIFIC COUNTRIES, STATES, AND PROVINCES

## **OXI FRESH® FRANCHISE AGREEMENT**

**THIS AGREEMENT (“Agreement”)** is made effective as of the date set forth on the signature page hereof, between **OXI FRESH FRANCHISING CO., INC.**, a Colorado corporation (“**OFFC**”), and the franchisee named on the signature page of this Agreement (“**Franchisee**”), who, on the basis of the following understandings and in consideration of the following promises, agree as follows:

### **1. BACKGROUND AND PURPOSE**

#### **1.1. Background.**

OFFC has developed and owns a unique system for establishing, operating and marketing businesses (“**OXI FRESH Businesses**”) specializing in the cleaning of commercial and residential carpet, rugs, and upholstery, but which may also offer the cleaning of tile and grout floors, hardwood floors, and other ancillary services (the “**Services**”), and sales of approved supplies, materials, equipment and other products (the “**Products**”), under the marks “**OXI FRESH®**,” “**OXI FRESH CARPET CLEANING®**,” and related service marks, trademarks, logos and trade names (collectively the “**Marks**”) and using OFFC’s unique system for operating the businesses and related licensed methods of doing business (the “**Licensed Methods**”).

#### **1.2. System.**

OFFC grants the right and license to qualified individuals and entities to use the Marks and Licensed Methods to establish and operate OXI FRESH Businesses under its franchise system (“**System**”).

#### **1.3. Purpose.**

Franchisee desires to establish an OXI FRESH Business and OFFC desires to grant Franchisee the right and license to operate OXI FRESH Business under the terms and conditions contained in this Agreement.

### **2. GRANT OF FRANCHISE**

#### **2.1. Grant of Franchise.**

OFFC grants to Franchisee, and Franchisee accepts from OFFC, the number of franchises (“**Franchises**,” or individually a “**Franchise**”) as set forth on the Addendum to Franchise Agreement, attached hereto as Exhibit I and incorporated herein by reference (the “**Addendum**”), for (i) the right and license to open and operate an OXI FRESH Business, and (ii) the license to use the Marks solely in connection with the establishment and operation of an OXI FRESH Business within a Protected Territory(ies) (as defined in **Section 4.2** below). If Franchisee is granted multiple Franchises for multiple Protected Territories, as indicated on the Addendum, the terms “**OXI FRESH Business**,” “**Franchise**” and “**Protected Territory**” as used herein shall be deemed to refer collectively to all of Franchisee’s OXI FRESH Businesses, Franchises and Protected Territories, except in those cases where multiple OXI FRESH Businesses, Franchises or Protected Territories are specifically addressed.

## **2.2. Scope of Franchise Operations.**

Franchisee shall use its best efforts to promote the OXI FRESH Business. Franchisee agrees to use the Marks and Licensed Methods, as they may be changed, improved and further developed by OFFC from time to time, only in accordance with the terms and conditions of this Agreement, including the Addendum and the other Exhibits to this Agreement, which are attached to, and incorporated into, this Agreement.

## **3. TERM AND EXPIRATION**

### **3.1. Term.**

The term of this Agreement is for a period of seven years from the date this Agreement is executed by OFFC, unless sooner terminated as provided herein. Franchisee agrees to operate the OXI FRESH Business for the entire term of this Agreement.

### **3.2. Continuation.**

If Franchisee continues to operate the OXI FRESH Business with OFFC's express or implied consent following the expiration or termination of this Agreement, the continuation will be on a month-to-month extension of this Agreement. This Agreement will then be terminable by either party on 30 days' written notice. Otherwise, all provisions of this Agreement will apply while Franchisee continues to operate the OXI FRESH Business.

### **3.3. Successor Franchise.**

Provided Franchisee is not in default hereunder either at the time of its notice of exercise of successor franchise rights or at the time of the grant of the successor franchise rights, at the end of the term of this Agreement Franchisee will have the option to obtain a successor franchise for this Franchise, or for any individual Franchise if Franchisee is granted multiple Franchises under this Agreement, for additional terms of seven years each by acquiring successor franchise rights, provided that Franchisee has met all of the following requirements:

**a.** Franchisee executes OFFC's then current form of Franchise Agreement (with appropriate modifications to reflect the fact that the agreement relates to the grant of a renewal franchise), which may have terms substantially different than those set forth in this Agreement, within 30 days after Franchisee's receipt of such Franchise Agreement from OFFC. Specifically but without limitation, the new Franchise Agreement may include modified territorial rights based on OFFC's then-current territory size and demarcation standards and additional and/or different fees. If Franchisee is exercising the successor franchise rights of less than all of the Franchises granted under this Agreement, the Addendum to the new Franchise Agreement executed by Franchisee shall reflect the reduction of the number of Franchises, Protected Territories and fees (as applicable).

**b.** Franchisee maintained compliance with all of the provisions of this Agreement during the term, including payment, on a timely basis, of all fees and other payments due hereunder. "**Compliance**" means, at a minimum, that Franchisee has not (i) failed to timely cure any breach of this Agreement specified by OFFC in a written notice to Franchisee; or (ii) received any written notification from OFFC of breach hereunder more than three times during the 24-month period prior to the expiration of the term of this Agreement, regardless of whether such breaches were timely cured.

c. Franchisee satisfies the then current standards applicable to all new OFFC franchisees, including OFFC's then current qualification and training requirements.

d. Franchisee maintains or modifies the OXI FRESH Business and its operations at Franchisee's sole expense (the necessity of which will be in the sole discretion of OFFC) to conform to the then current Operations Manual (hereinafter defined).

e. Except where prohibited by law, Franchisee executes a general release of any and all claims against OFFC and its affiliates, and their respective officers, directors, employees and agents, whether in their corporate or individual capacities, arising out of or relating to this Agreement.

f. Franchisee pays to OFFC a successor franchise fee in the amount equal to 10 percent of the then current initial franchise fee being charged by OFFC for a new OXI FRESH Business franchise (with no incentive discounts), which is due and payable upon execution of OFFC's then current Franchise Agreement and will be nonrefundable under all circumstances once paid. Except for the successor franchise fee described in the preceding sentence, an initial franchisee fee will not be charged upon execution of the successor Franchise Agreement. If Franchisee is exercising the successor franchise rights for multiple Franchises granted under this Agreement, Franchisee must pay the successor franchise fee for each individual Franchise.

### **3.4. Exercise of Option for Successor Franchise.**

Franchisee may exercise its option for a successor franchise by giving written notice of such exercise to OFFC not less than 120 days, but not more than one year, prior to the scheduled expiration of this Agreement. Franchisee's successor franchise rights will become effective upon Franchisee's compliance with **Section 3.3** above. OFFC will provide Franchisee with copies of the then current Franchise Agreement within 30 days of Franchisee's notice of exercise of its option for a successor franchise. If Franchisee fails to execute and deliver the successor Franchise Agreement to OFFC within 30 days after Franchisee's receipt thereof from OFFC, then Franchisee shall be deemed to have irrevocably declined to exercise its option for a successor franchise and the Franchisee's option for a successor franchise shall terminate as of such date.

## **4. TERRITORY**

### **4.1. OXI FRESH Location.**

Franchisee's OXI FRESH Business will be operated from a location agreed upon by OFFC and Franchisee ("**OXI FRESH Location**"), which may be Franchisee's residence (if Franchisee is one or more individuals) or the residence of an owner of Franchisee (if Franchisee is a business entity). The OXI FRESH Location is designated in the Addendum. If Franchisee's residence is used as the OXI FRESH Location, then Franchisee's home office must meet all applicable rules and regulations to qualify as a home office for tax purposes in the country where the Protected Territory is located. If the OXI FRESH Location is not located in Franchisee's residence, OFFC must review and approve the lease or purchase agreement based on an analysis of local competing businesses, demographics, visibility, accessibility, suitability of the premises to be leased, and other factors more fully described in the Operations Manual. If OFFC does not approve the location selected by Franchisee, Franchisee must select another site. Franchisee must have the prior written approval of OFFC for the location of the OXI FRESH Location, and the OXI FRESH Location may not be relocated without the prior written consent of OFFC. Franchisee agrees to comply with any standards established by OFFC from time to time

regarding Franchisee's OXI FRESH Location within 30 days of receipt of written notice from OFFC of such standards.

#### **4.2. Protected Territory.**

**a.** OFFC has designated a protected territory as set forth in the Addendum (the "**Protected Territory**") in which OFFC agrees it will not operate, or grant a Franchise to a third party to operate, an OXI FRESH Business utilizing the Marks, subject to the rights of other franchised or OFFC-owned OXI FRESH Businesses to engage in Broad Area Marketing (defined in **Section 13.2**) covering areas that may include the Protected Territory and to accept business resulting from referrals or unsolicited inquiries from customers within the Protected Territory (as described in **Section 4.2.b** below), and subject to the terms of any N&I Account Program as described in **Section 14.4** below. Franchisee shall maintain its rights in the Protected Territory even though the population may increase.

**b.** Franchisee must devote its marketing to customers solely in the Protected Territory, although Franchisee may accept business resulting from referrals or unsolicited inquiries from customers outside the Protected Territory. Franchisee may engage in Broad Area Marketing covering an area that includes but extends beyond the Protected Territory under certain conditions as stated in **Section 13.2** below. Franchisee may not solicit customers from outside its Protected Territory without the prior written approval of OFFC, which approval may be withheld for any reason. If Franchisee does solicit any customers outside the Protected Territory without the prior written approval of OFFC, then OFFC has the right to require Franchisee to immediately send all of the revenues derived from those customers to the franchisee who has acquired the territory where such customers are located, or to OFFC, as specified by OFFC.

#### **4.3. OFFC's Reservation of Rights.**

Franchisee understands and agrees that OFFC has and retains the rights under this Agreement to: (a) develop and establish other franchise systems for different products or services utilizing proprietary marks not now or hereafter designated as part of the Licensed Methods, and to grant licenses thereto, without providing Franchisee with any rights therein; (b) open, operate, sell and/or manage OXI FRESH Businesses outside the Protected Territory; (c) use, and to license others to use, the Marks and Licensed Methods for the operation of OXI FRESH Businesses at any location other than in the Protected Territory; (d) use the Marks and the Licensed Methods in connection with the provision of other services and products or in alternative channels of distribution (including, but not limited to, Internet, catalog, mail order, telemarketing or other direct marketing sales), without regard to location; (e) use the Marks and the Licensed Methods in connection with the licensing to others to provide, or the provision by OFFC directly of, services and products to commercial customers without regard to location in situations in which OFFC determines in its sole discretion that Franchisee will not be permitted by the commercial customer to provide the services, or if Franchisee is unable to adequately provide services to such commercial customers, including in cases where the commercial customer requires union labor which Franchisee is unable to provide or where the size or other aspects of the work make it unlikely in OFFC's determination that Franchisee will be able to provide a satisfactory level and quality of service; (f) use and license the use of other proprietary marks or methods of doing business which are not the same as, or confusingly similar to, the Marks or Licensed Methods, whether in alternative channels of distribution (including, but not limited to, Internet, catalog, mail order, telemarketing or other direct marketing sales), at any location (including within the Protected Territory), which may be similar to or different from OXI FRESH Businesses; and (g) solicit, provide services to, and otherwise deal with N&I Account Program customers, or authorize others to do so, on the terms set forth in **Section 14.4** below. OFFC can acquire or be acquired by, or engage in any other transaction with, other businesses (competitive or not),

companies, or units located anywhere, including arrangements where other units are (or are not) converted to the System or other format, or in which company-owned, franchised or other businesses (including OXI FRESH Businesses) are (or are not) converted to another format (whether competitive or not), or both, and is maintained as the same concept, as a new concept, or as a separate concept in the Protected Territory. Franchisee must fully cooperate with any of these conversions, at Franchisee's sole expense.

## 5. INITIAL FRANCHISE FEE

### 5.1. Initial Franchise Fee.

Franchisee will pay OFFC an initial franchise fee in the amount set forth in the Addendum (the "**Initial Franchise Fee**"), which shall be due and payable in full upon execution of this Agreement. Franchisee acknowledges and agrees that the Initial Franchise Fee represents payment for the initial grant of the rights to use the Marks and Licensed Methods, that OFFC has earned the Initial Franchise Fee upon receipt thereof, and that the Initial Franchise Fee is not refundable to Franchisee once paid.

## 6. TRAINING

### 6.1. Initial Training Program.

Franchisee (or if Franchisee is an entity, a person designated to assume primary responsibility for the management of Franchisee's OXI FRESH Business (an "**Operations Manager**")) shall attend and satisfactorily complete (at OFFC's sole determination) the initial business training program (the "**Initial Training Program**") prior to providing the first cleaning service to a customer through the OXI FRESH Business. Franchisee shall be responsible for all wages, travel and living expenses incurred by itself or its Operations Manager and for any other representative of Franchisee attending the Initial Training Program. OFFC will allow one person, in addition to Franchisee or its Operations Manager, chosen by Franchisee and approved by OFFC, to attend the Initial Training Program without tuition charged, provided that the training of the additional person is at the same time as the training of the Franchisee or its Operations Manager. OFFC may require any other representative(s) of Franchisee to attend and satisfactorily complete (at OFFC's sole determination) the Initial Training Program. OFFC may charge for any additional representatives of Franchisee who attend the Initial Training Program. If, under the terms of this Agreement or otherwise, Franchisee needs or desires to have persons attend the Initial Training Program after Franchisee's attendance of the Initial Training Program, then Franchisee must pay the then current tuition charged by OFFC for those persons, in addition to all wages, travel and living expenses incurred in connection with their attendance at the Initial Training Program. If OFFC determines, in its sole discretion, that Franchisee or its Operations Manager (as applicable) is unable to satisfactorily complete the Initial Training Program, OFFC shall have the right to terminate this Agreement upon written notice to Franchisee, and OFFC may keep the Initial Franchise Fee paid by Franchisee to OFFC as liquidated damages, and not as a penalty.

### 6.2. Length of Training.

The Initial Training Program will consist of up to 18 hours of instruction to be conducted over two business days at OFFC's facilities in Lakewood, Colorado, U.S.A., or another location designated by OFFC. OFFC reserves the right to waive all or a portion of the Initial Training Program or to alter the training schedule, if in OFFC's sole discretion, Franchisee or its Operations Manager, as applicable, has sufficient prior experience.



### 6.3. Additional Training.

a. Franchisee or its Operations Manager must attend and satisfactorily complete (at OFFC's sole determination) an advanced business training program (the "**Advanced Training Program**") within 90 to 180 days after the effective date of this Agreement. If OFFC's Advanced Training Program is not offered by OFFC during that time frame, Franchisee must attend the next one held thereafter. OFFC will allow one person, in addition to Franchisee or its Operations Manager, chosen by Franchisee and approved by OFFC, to attend the Advanced Training Program without tuition charged, provided that the training of the additional person is at the same time as the training of the Franchisee or its Operations Manager. Franchisee shall be responsible for all wages, travel and living expenses incurred by itself or its Operations Manager and for any other representative of Franchisee attending the Advanced Training Program. However, OFFC will reimburse Franchisee for the cost of transportation and lodging related to the Advanced Training Program, up to a maximum of \$350.00 per each representative of Franchisee attending, for up to two representatives. OFFC shall provide this reimbursement within 30 days of Franchisee providing acceptable documentation verifying its expenditures. Such reimbursement, in OFFC's discretion, may instead be granted in the form of a credit toward amounts that are presently or which may in the future become payable by Franchisee to OFFC. OFFC may require any other representative(s) of Franchisee to attend and satisfactorily complete (at OFFC's sole determination) the Advanced Training Program. OFFC may charge for any additional representatives of Franchisee who attend the Advanced Training Program, without reimbursement for the expenses for such additional representatives. If OFFC determines, in its sole discretion, that Franchisee or its Operations Manager (as applicable) is unable to satisfactorily complete the Advanced Training Program, OFFC shall have the right to terminate this Agreement upon written notice to Franchisee. OFFC reserves the right to waive all or a portion of the Advanced Training Program or to alter the training schedule, if in OFFC's sole discretion, Franchisee or its Operations Manager, as applicable, has sufficient prior experience.

b. At Franchisee's option, OFFC will provide an additional training program for "Commercial/Pull System" cleaning services and related marketing techniques (the "**Commercial/Pull System Training Program**") for Franchisee or its Operations Manager. Franchisee shall pay OFFC an additional fee of \$400.00 per attendee (the "**Commercial/Pull System Training Fee**") for the Commercial/Pull System Training Program. Franchisee shall be responsible for all wages, travel and living expenses incurred by itself or its Operations Manager and for any other representative of Franchisee attending the Commercial/Pull System Training Program. OFFC will allow one person, in addition to Franchisee or its Operations Manager, chosen by Franchisee and approved by OFFC, to attend the Commercial/Pull System Training Program without further charge provided that the training of the additional person is at the same time as the training of the Franchisee or its Operations Manager. OFFC may charge additional amounts for any additional representatives of Franchisee who attend the Commercial/Pull System Training Program. Franchisee acknowledges and agrees that the Commercial/Pull System Training Fee is not refundable to Franchisee once paid.

c. If OFFC in its sole discretion determines at any time during the term of this Agreement that Franchisee requires training in addition to the Initial Training Program and Advanced Training Program, or if Franchisee reasonably requests such additional training and OFFC in its sole discretion agrees to provide it, then OFFC will provide notice to Franchisee of such additional training, and OFFC will conduct such additional training program(s) at a location designated by OFFC. Franchisee will be responsible for paying its travel, lodging and other costs, and shall pay OFFC its reasonable fees for conducting additional training, which fees may be changed from time to time.

d. From time to time, OFFC may conduct additional meetings, seminars, conventions, and training programs. Franchisee or its representatives may attend such programs at their own expense and

shall attend such programs for which OFFC has determined that Franchisee's attendance is required. OFFC will not require Franchisee to attend regional, national, or international training programs more often than twice a year. OFFC will give Franchisee at least 30 days' prior written notice of any ongoing seminar, convention, program or meeting being held at which Franchisee's or its Operations Manager's attendance is required. All mandatory training programs will be offered without a tuition charge; provided, however, OFFC may allocate the costs incurred in holding each meeting, training program, seminar or convention, including expenses for materials, food and banquet expenses, all expenses for related activities, and all other expenses which are associated with attendance at each meeting, program, seminar or convention, equally among all franchisees, whose attendance is required, regardless of attendance. If Franchisee's or its Operations Manager's attendance is required at the applicable training program, seminar, regional meeting or national or international convention, Franchisee will be required to pay its pro-rata share if it attends the applicable training program, seminar, regional meeting or national or international convention, and, at OFFC's option, if Franchisee or its Operations Manager fails to attend the applicable training program, regional meeting or national or international convention, Franchisee will be required to pay 150 percent of its pro-rata share. Franchisee will also be responsible for all wages, travel and living expenses associated with the attendance of Franchisee, its Operations Manager (if applicable), and all other persons associated with Franchisee at each training program, seminar, meeting or convention. OFFC may, at its sole option, choose to waive all or a portion of the costs for actual attendees of the applicable training program, seminar, meeting or convention without being obligated to waive any costs for non-attendees of the training program, meeting or convention. If Franchisee or its Operations Manager fails to attend a program at which attendance is deemed mandatory by OFFC, OFFC may, in its sole discretion, and without waiving any other rights OFFC may have hereunder, require Franchisee or its Operations Manager to attend and complete a make-up or alternative program at a location determined by OFFC. Franchisee will be responsible for paying all wages, travel, lodging and other costs, and for paying Franchisee's registration fee for the program.

#### **6.4. Release.**

Franchisee, for itself and its agents, heirs, legal representatives, successors and assigns, forever releases, waives, discharges and holds OFFC and any of its affiliated companies, directors, officers, employees and agents harmless from any and all claims, demands, causes of actions, loss, damage or injury, including attorneys' fees and costs, on account of, arising out of or attributable to the attendance or participation of Franchisee or its Operations Manager and any other representatives of OFFC in any seminar, convention, program or meeting, or other company function or activity, including but not limited to the Initial Training Program, the Advanced Training Program, the Commercial/Pull System Training Program, any meetings, conventions or seminars, other required or non-required training programs, held or sponsored by or for OFFC or the travel to or from such programs.

### **7. FRANCHISEE'S DEVELOPMENT OBLIGATIONS**

#### **7.1. Computer Equipment and Telephones.**

Franchisee is required to own and operate computer equipment, software, telephones, facsimile machines and other similar equipment meeting the standards and specifications set forth in the Operations Manual or as OFFC otherwise designates. Franchisee shall add, eliminate, substitute or modify any computer equipment, software, telephones, facsimile machines and other similar equipment upon 60 days' notice from OFFC of changes in OFFC's specifications and requirements. Franchisee is solely responsible for the on-going maintenance, repairs, upgrades, updates, and support of all computer equipment, software, telephones, facsimile machines and other similar equipment, but OFFC may require

Franchisee to obtain such services or products through approved third party suppliers. OFFC retains the right to require Franchisee to provide OFFC with independent access to its computer system.

### **7.2. Authorized Representatives.**

Franchisee will be solely responsible for recruiting, appointing, hiring, firing, and supervising its employees, independent agents, Operations Manager, and other authorized representatives (collectively referred to as “**Authorized Representatives**”). Those Authorized Representatives will be employees or agents of Franchisee. They are not employees or agents of OFFC and OFFC is not the joint employer of those persons. Franchisee will have sole authority and control over the day-to-day operations of the OXI FRESH Business and its Authorized Representatives. OFFC will have no right or obligation to direct Franchisee’s Authorized Representatives or to operate the OXI FRESH Business. It is Franchisee’s responsibility to determine compensation of Authorized Representatives, terms of employment, safety regulations, work assignments, work schedules, and working conditions. Any information regarding any of those issues provided to Franchisee by OFFC are mere suggestions and Franchisee shall have the sole discretion to utilize such information or not. Franchisee is solely responsible for implementing training and other programs for employees and other Authorized Representatives related to the legal, safe, and proper performance of their work, regardless of the fact that OFFC may provide advice, suggestions, and certain training programs as described in this Agreement. Such advice, suggestions, and training by OFFC are provided to protect OFFC’s brand and the Marks and not to control the day-to-day operation of Franchisee’s OXI FRESH Business. Franchisee will keep OFFC informed of the names, addresses and telephone numbers of all Authorized Representatives. Franchisee shall cause each Authorized Representative to execute OFFC’s standard Nondisclosure and Noncompetition Agreement.

### **7.3. Commencement of Operations.**

Franchisee shall be deemed to have commenced operations of its OXI FRESH Business when Franchisee or its Operations Manager has completed the Initial Training Program. If Franchisee has not provided its first cleaning service to a customer within 90 days after the signing of this Agreement, then OFFC can, at its sole option, terminate the Franchise Agreement and keep the entire Initial Franchise Fee as liquidated damages, not as a penalty.

### **7.4. Active Operations.**

Unless otherwise agreed in writing by OFFC and Franchisee, once Franchisee has commenced operations as specified above, Franchisee must actively promote and continue to operate its OXI FRESH Business in accordance with the Operations Manual and this Agreement; unless OFFC gives its prior written consent to Franchisee to temporarily suspend its operations, which consent may be withheld by OFFC for any reason.

## **8. DEVELOPMENT ASSISTANCE**

### **8.1. OFFC’s Development Assistance.**

Prior to or simultaneously with the opening of the Franchisee’s OXI FRESH Business, OFFC will provide Franchisee with the following assistance:

- a. Designate Franchisee’s Protected Territory.

b. Review and approve or disapprove the site selected by Franchisee for the OXI FRESH Business in accordance with **Section 4.1**, and, if applicable, the lease or purchase agreement for such site.

c. For each Franchise acquired by Franchisee, OFFC or its designee will provide Franchisee with an initial package of equipment and supplies consisting of one carpet and rug cleaning machine with sprayers and brushes, one upholstery cleaning machine, one vacuum cleaner, and an initial supply of cleaning agents. OFFC or its designee will sell to Franchisee additional carpet cleaning machines with sprayers and brushes, tile and grout brushes, upholstery cleaning machines, hardwood floor cleaning machines, vacuum cleaners, other cleaning machines if available, and cleaning agents requested by Franchisee.

d. Provide Franchisee with the specifications of all initial equipment, inventory and supplies required for the operation of its OXI FRESH Business, all as specified in the Operations Manual, and a list of all approved suppliers of any services, products, equipment, inventory, supplies and other materials that OFFC requires Franchisee to use.

e. Provide Franchisee lists of approved items of equipment, inventory, and supplies (by brand name and/or by standards and specifications) and lists of approved suppliers for those items.

f. Provide Franchisee a membership to the OFFC scheduling center (the “**Scheduling Center**”). Once Franchisee’s Co-Op Line and any Market Expansion Line, as those terms are defined in **Section 8.1.g** below, are established, the Scheduling Center will schedule appointments for Franchisee. OFFC will also provide Franchisee with guidance related to accessing the Internet-based system that has been established by OFFC for scheduling jobs with the Scheduling Center over the Internet and for certain marketing purposes (the “**Oxi Fresh Scheduling and Marketing System**”), scheduling jobs on the Internet, and any other functions of the system. Franchisee must use the Scheduling Center to schedule all of its appointments. OFFC may suspend Franchisee’s membership and schedule with the Scheduling Center and the Oxi Fresh Scheduling and Marketing System at any time Franchisee is in default of its obligation to pay the Job Fee, as defined in **Section 12.3**, or any other fee or amount due to OFFC, in addition to any other rights or remedies OFFC may have.

g. For each Franchise acquired, provide Franchisee a telephone line with a number that is local to Franchisee’s Protected Territory (the “**Co-Op Line**”). This Co-Op Line will ring into the Scheduling Center for scheduling of jobs based on the zip code provided by the caller. The jobs scheduled through a Co-Op Line shall be assigned by the Scheduling Center to the OFFC franchisee with the protected territory rights to the zip code provided by the caller, regardless of which OFFC franchisee’s Co-Op Line is called. Franchisee must have at least one Co-Op Line for each Franchise it acquires. Franchisee may acquire additional Co-Op Lines for an increased Job Fee. Franchisee also may request, at its option and for an additional increase in the Job Fee, for OFFC to provide Franchisee another telephone line with a number local to Franchisee’s Protected Territory which rings into the Scheduling Center for scheduling of jobs only for Franchisee’s OXI FRESH Business, regardless of the location of the job or the caller (a “**Market Expansion Line**”). The decision to provide and allow the use of a Market Expansion Line will be in OFFC’s sole discretion if it determines that use of a Market Expansion Line is appropriate based on the circumstances of Franchisee’s OXI FRESH Business and Protected Territory. OFFC may discontinue providing and allowing use of any Market Expansion Line, or convert any Market Expansion Line to a Co-Op Line, if it determines in its sole discretion that circumstances are no longer appropriate for the Market Expansion Line. Franchisee acknowledges as between OFFC and Franchisee, OFFC has the sole rights to, and interest in, all Co-Op Lines and Market Expansion Lines. In the event that OFFC’s telephone carrier does not have coverage within the Protected Territory, Franchisee will be required to obtain a local telephone line for the required Co-Op Line for each Franchise and any additional telephone

line desired, arrange for the connection of the line to the Scheduling Center, and, unless OFFC specifies otherwise in its discretion, reassign the line to OFFC's telephone carrier and transfer the rights in the line to OFFC, at which point the local line will be deemed a Co-Op Line or Market Expansion Line to be provided by OFFC to Franchisee.

**h.** OFFC will provide Franchisee with access to the Inner Circle portion of OFFC's website, for delivery of marketing information, order forms for supplies, equipment, work orders and other products, templates for advertising, and other materials, and other relevant information.

**i.** Loan Franchisee one copy of OFFC's Operations Manual in accordance with **Article 9** below.

**j.** Provide the Initial Training Program in accordance with **Sections 6.1 and 6.2** of this Agreement.

**k.** Provide Franchisee advice and guidance in preparing to provide services through its OXI FRESH Business, including standards and procedures for obtaining inventory and supplies, providing approved services, and advertising, promoting and operating its OXI FRESH Business

## **9. OPERATIONS MANUAL**

### **9.1. Operations Manual.**

OFFC agrees to loan to Franchisee one or more manuals, technical bulletins, videotapes, CD-ROMs or other written or media materials, in whatever form (including electronic form), prepared by or on behalf of OFFC for use by franchisees generally or for Franchisee in particular (all referred to in this Agreement as the "**Operations Manual**") covering the mandatory and suggested specifications, standards and operating procedures for Franchisee's OXI FRESH Business. The Operations Manual is designed to protect OFFC's reputation and the goodwill of the Marks, it is not designed to control the day-to-day operations of Franchisee's OXI FRESH Business. The Operations Manual shall also be deemed to include that information contained on the Inner Circle portion of OFFC's website, to which Franchisee will be granted access in accordance with Section **8.1.h**. OFFC may modify the Operations Manual in OFFC's discretion. Franchisee agrees that it will comply with the Operations Manual as an essential aspect of its obligations under this Agreement.

### **9.2. Confidentiality of Operations Manual Contents.**

Franchisee agrees to use the Marks and Licensed Methods only as specified in the Operations Manual. The Operations Manual is the sole property of OFFC, and will be used by Franchisee only during the term of this Agreement and in strict accordance with the terms and conditions hereof. Franchisee will not duplicate the Operations Manual or written materials considered by OFFC to be a component of the Operations Manual, nor disclose the contents thereof to persons other than its Authorized Representatives or officers who have signed a confidentiality and non-competition agreement in a form supplied by or approved by OFFC. Franchisee will return the Operations Manual to OFFC upon the expiration, termination or transfer of this Agreement, at Franchisee's sole expense.

### **9.3. Changes to Operations Manual.**

OFFC reserves the right to revise the Operations Manual from time to time as it deems necessary. Franchisee will conform its operations to any updated provisions within 30 days of notice of the change.

A master copy of the Operations Manual maintained by OFFC at its principal office, regardless if maintained electronically or otherwise, will be controlling in the event of a dispute regarding the content of any Operations Manual.

## 10. OPERATING ASSISTANCE

### 10.1. OFFC's Available Services.

OFFC agrees that, during Franchisee's operation of the OXI FRESH Business, and provided Franchisee is in compliance with the terms of this Agreement, OFFC will provide to Franchisee the following assistance and services:

**a.** Provide continuing courses of training, including the Advanced Training Program, and the Commercial/Pull System Training Program if requested by Franchisee, at times and locations designated by OFFC, in accordance with **Section 6.3**.

**b.** In OFFC's discretion, inspect Franchisee's OXI FRESH Business and/or work performed for some of Franchisee's customers, as OFFC deems advisable, in accordance with **Section 11.4**.

**c.** Provide Franchisee with the updated specifications of all equipment, inventory and supplies required for the operation of its OXI FRESH Business, and updated lists of all approved suppliers of any services, products, equipment, inventory, supplies and other materials that OFFC requires Franchisee to use.

**d.** Provide Franchisee with continuing consultation and advice regarding business, financial, operational, technical, pricing, sales and advertising matters, type of Products and Services offered, operation of an OXI FRESH Business, and development of personnel policies, as deemed appropriate by OFFC, through meetings, telephone or e-mail consultations, the Inner Circle portion of OFFC's website, on-site visits and/or printed materials or other media, as deemed appropriate by OFFC. OFFC and Franchisee agree that any prices suggested to Franchisee by OFFC for Products and Services are recommendations only, and are not to be construed as mandatory upon Franchisee. Franchisee's right to establish prices for Products and Services is expressly subject to the other provisions of this Agreement and Franchisee's obligation to comply with OFFC's standards, specifications, and Licensed Methods to the extent that they relate to pricing matters. Nothing contained herein shall be deemed a representation by OFFC that the use of OFFC's suggested prices will optimize profits.

**e.** Schedule appointments for Franchisee through the Scheduling Center and provide the Co-Op Line(s) and any Market Expansion Line(s) acquired by Franchisee. OFFC makes no representations or warranties to Franchisee, and expressly disclaims any warranty, that the Oxi Fresh Scheduling and Marketing System is error free or that the operation and use thereof by Franchisee, Franchisee's customers, or any other party will be uninterrupted or error free. EXCEPT AS MAY BE REQUIRED BY APPLICABLE LAW, OFFC MAKES NO WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE, WHETHER EXPRESS OR IMPLIED, BY OPERATION OF LAW OR OTHERWISE, RELATED TO THE OXI FRESH SCHEDULING AND MARKETING SYSTEM, AND ALL SUCH WARRANTIES ARE EXPRESSLY EXCLUDED. IN NO EVENT SHALL OFFC HAVE ANY LIABILITY TO FRANCHISEE FOR (I) INCIDENTAL, SPECIAL OR CONSEQUENTIAL DAMAGES, INCLUDING BUT NOT LIMITED TO LOSS OF USE, REVENUE, OR PROFIT, RESULTING FROM THE OPERATION OF THE OXI FRESH SCHEDULING AND MARKETING SYSTEM, OR ANY ERROR OR INTERRUPTION THEREIN; OR (II) CLAIMS, DEMANDS OR ACTIONS AGAINST FRANCHISEE BY ANY THIRD PARTY

RELATED TO THE OPERATION OF THE OXI FRESH SCHEDULING AND MARKETING SYSTEM, OR ANY ERROR OR INTERRUPTION THEREIN.

f. Provide a single toll-free custom telephone number for the entire Oxi Fresh System (the “**Toll-Free Number**”), which will connect to the Scheduling Center and schedule appointments for OFFC’s franchisees based on the zip or postal code entered by the caller. A portion of the Job Fee that Franchisee pays OFFC includes a fee for the Toll-Free Number. In lieu of OFFC paying for the Toll-Free number directly, OFFC, in its discretion, may require Franchisee to sign up with the Toll-Free Number telephone carrier to use the Toll-Free Number and pay the rates for the Toll-Free Number directly to the carrier. OFFC reserves the right to discontinue or change the Toll-Free Number in its sole discretion. Franchisee acknowledges as between OFFC and Franchisee, OFFC has the sole rights to, and interest in, the Toll-Free Number.

g. Provide Franchisee access to advertising and promotional materials as may be developed by OFFC, the cost of which may be passed on to Franchisee, at OFFC’s option.

## **10.2. Additional OFFC Services.**

Although not obligated to do so, upon the reasonable request of Franchisee, OFFC may make its employees or designated agents available to Franchisee, either at OFFC’s office or within Franchisee’s Protected Territory, for additional advice and assistance in connection with the ongoing operation of the OXI FRESH Business governed by this Agreement. If Franchisee requests such additional assistance and OFFC agrees to provide it, OFFC reserves the right to charge Franchisee for all travel, lodging, living expenses, telephone charges and other identifiable expenses associated with such assistance, plus a fee based on the time spent by each employee on behalf of Franchisee. Any fee will be charged in accordance with the then current published fees being charged by OFFC for such assistance.

## **11. FRANCHISEE’S OPERATIONAL COVENANTS**

### **11.1. Business Operations.**

Franchisee acknowledges that it is solely responsible for the successful operation of its OXI FRESH Business and that the continued successful operation thereof is, in part, dependent upon Franchisee’s compliance with this Agreement and the Operations Manual. In addition to all other obligations contained in this Agreement and in the Operations Manual, Franchisee covenants that:

a. Prior to providing its first cleaning service to a customer through the OXI FRESH Business, Franchisee shall: (i) procure all necessary licenses, permits, and approvals, including, without limitation, construction permits and licenses; (ii) hire and train sufficient personnel to operate the OXI FRESH Business; and (iii) purchase and install necessary equipment and supplies, as required by OFFC.

b. Franchisee shall use the Scheduling Center to schedule all of the appointments for the OXI FRESH Business. It is Franchisee’s responsibility to check and monitor its scheduled appointments through the Oxi Fresh Scheduling and Marketing System and operate its OXI FRESH Business in accordance with that schedule. Franchisee shall comply with all terms and conditions applicable for the use of the Scheduling Center and the Oxi Fresh Scheduling and Marketing System related to the scheduling of appointments and Franchisee’s OXI FRESH Business. In particular, unless OFFC agrees otherwise or changes them, those current terms and conditions require that Franchisee may have only one base price sheet and one calendar for job scheduling per each Protected Territory, which will apply for the entire relevant Protected Territory. Franchisee may have multiple job schedules based on the number of

technicians employed by Franchisee. Franchisee authorizes OFFC to utilize any information submitted to or otherwise collected by the Scheduling Center, including but not limited to any data collected through the Oxi Fresh Scheduling and Marketing System or through telephone calls, to prepare a financial performance representation, to release this information as necessary to substantiate any financial performance representation made by OFFC, and to share such information in summary form as OFFC deems necessary or desirable to share with other franchisees at any annual franchise meeting or other franchise business meetings. All of the software programs and Internet applications or websites that OFFC requires Franchisee to use in its OXI FRESH Business, including but not limited to the Oxi Fresh Scheduling and Marketing System, are deemed part of the Licensed Methods under this Agreement.

**c.** Franchisee shall be required to report to OFFC, through the Oxi Fresh Scheduling and Marketing System or in another manner specified by OFFC, all information requested by OFFC related to the OXI FRESH Business. In particular, Franchisee shall report to OFFC the information required to close out all job orders scheduled through the Scheduling Center.

**d.** Franchisee shall at all times operate its OXI FRESH Business in full compliance with all applicable laws, ordinances and regulations, including, without limitation, all laws, ordinances, and government regulations relating to (i) occupational hazards and health, (ii) consumer protection, (iii) equal opportunity, (iv) trade regulation, (v) worker's compensation, (vi) unemployment insurance, (vii) withholding and payment of federal, provincial, state, or other jurisdiction income taxes, social security taxes, or similar taxes, (viii) withholding and payment of sales, use, and property taxes, (ix) the import and export of goods, (x) currency control, (xi) privacy and data protection, and (xii) bribery of or other illegal payments to any government, government agency, public international organization, or political party, or any of their officials, employees, candidates, or other representatives. Franchisee shall maintain in force all required licenses, permits and certificates relating to the operation of its OXI FRESH Business. OFFC has no obligation to advise Franchisee of any legislative or other legal developments that may affect its OXI FRESH Business. Franchisee is solely responsible for inquiring about and becoming familiar with all applicable laws, ordinances, and regulations, and determining those actions required for compliance. Any information OFFC provides to Franchisee regarding applicable laws, ordinances, or regulations does not relieve Franchisee of its responsibility to consult with its own legal advisor and otherwise take appropriate action to inquire about and comply with applicable laws, ordinances, and regulations.

**e.** Franchisee shall, consistent with the terms of this Agreement, diligently develop its OXI FRESH BUSINESS and use its best efforts to market and promote the required Products and Services in the Protected Territory.

**f.** Franchisee, or the Operations Manager, as applicable, shall be directly involved, on a daily basis, in the supervision and conduct of Franchisee's OXI FRESH Business.

**g.** Franchisee will at all times faithfully, honestly and diligently perform its obligations hereunder and will not engage in any other business that will conflict with its obligations hereunder.

**h.** Franchisee agrees that its OXI FRESH Business will at all times maintain an adequate supply of cleaning agents and other materials required by OFFC, so as to enable Franchisee to operate the OXI FRESH Business in compliance with the standards and specifications of OFFC.

**i.** OFFC may provide Franchisee with specifications for brands and types of any equipment (including motor vehicles), fixtures, furniture, and displays required to be used in Franchisee's OXI FRESH Business or in Franchisee's OXI FRESH Location; and Franchisee agrees to equip and furnish its



OXI FRESH Business and OXI FRESH Location in accordance with OFFC's specifications. Franchisee shall purchase or lease original and replacement equipment, fixtures, furniture, and displays meeting such specifications only from sources approved by OFFC. If Franchisee proposes to purchase or lease any item of equipment, fixtures, furniture, or displays not approved by OFFC as meeting its specifications, Franchisee shall first notify OFFC in writing. OFFC may require submission of sufficient specifications, photographs, drawings and/or other information and samples to determine whether such item of equipment, fixture, or display meets its specifications. OFFC shall advise Franchisee within a reasonable period of time whether such item of equipment, fixture, or display meets its specifications.

**j.** Franchisee, at its sole expense, agrees to erect, prominently display and maintain advertising signs of such design, color, number, location, illumination and size as OFFC may require. All such signs or sign faces, as the case may be, shall bear the Marks. Franchisee further agrees to obtain all necessary permits and to comply with all codes, regulations or ordinances applicable to display of the required signage, all at the expense of Franchisee. The maintenance and repair of all signs shall be the sole responsibility and obligation of Franchisee. Franchisee shall not display any sign not approved by OFFC. Franchisee must comply with OFFC's sign criteria, as more fully set forth in the Operations Manual.

**k.** All advertising and promotional activities that Franchisee conducts in any medium shall be conducted in a dignified manner; shall accurately promote, describe and otherwise represent the Products and Services of an OXI FRESH Business; and shall have been approved in writing by OFFC prior to their use by Franchisee. Franchisee agrees to refrain from any advertising or promotional practice that is unethical or may be injurious to the business or reputation of OFFC or the goodwill associated with the Marks.

**l.** Franchisee shall notify OFFC in writing within five days of the commencement of or the threatening of any action, suit, or proceeding, or of the issuance or the threatened issuance of any order, writ, injunction, award, or decree of any court, agency, or other governmental instrumentality, which may adversely affect the operation or financial condition of Franchisee, its OXI FRESH Business, or the reputation of the System or of OFFC.

**m.** Franchisee's OXI FRESH Location shall be used solely for the purpose of conducting an OXI FRESH Business; except if the OXI FRESH Location is in a residence, portions of the residence not utilized for the OXI FRESH Business may be utilized for noncommercial purposes.

**n.** Franchisee or the Operations Manager, as applicable, shall attend and complete the Initial Training Program and Advanced Training Program referred to in **Article 6** above. Franchisee or the Operations Manager, as applicable, shall also attend subsequent mandatory training programs, demonstrations and seminars at locations as OFFC may require. Franchisee shall be bound by the terms of **Article 6** of this Agreement in regard to all training programs.

**o.** Franchisee shall strictly comply with all present and future provisions of the Operations Manual, including, specifically, those related to (i) the training, dress, general appearance and demeanor of Franchisee's employees; (ii) the hours during which the OXI FRESH Location will be attended and open for business, and the hours during which employees of Franchisee's OXI FRESH Business will be available to complete customer jobs; (iii) all advertising and promotional programs; (iv) the use and retention of standard forms; (v) the type, quantity and variety of equipment (including motor vehicles) and cleaning agents, trademarked product lines (if any), copyrighted materials, and inventory items used; (vi) the use of signs, posters, displays and similar items; (vii) the identification of Franchisee as the owner of the OXI FRESH Business; (viii) the treatment of customers and the handling of customer complaints;

(ix) the procedures regarding purchasing of items from OFFC and/or its affiliates; (x) the safety, maintenance, cleanliness, function and appearance of the OXI FRESH Location and of its equipment (including motor vehicles), fixtures, furniture, decor and signs used in the OXI FRESH Business; and (xi) any other mandatory specifications, standards, operating procedures and techniques, and/or other rules prescribed from time to time by OFFC in the Operations Manual or otherwise communicated to Franchisee in writing.

**p.** Franchisee recognizes and agrees that from time to time hereafter OFFC may change or modify the Licensed Methods and the System as presently described in the Operations Manual, and as identified by the Marks, including the adoption and use of new or modified trade names, trademarks, service marks or copyrighted materials, new computer programs and systems, new types or brands of equipment and products, new inventory, or new equipment requirements or new techniques, and that Franchisee will accept, use and display for the purpose of this Agreement any such changes in the Licensed Methods and the System as if they were part of this Agreement at the time of execution hereof. Franchisee will make such expenditures as such changes or modifications in the Licensed Methods and the System may require. Franchisee shall not change, modify or alter in any way any material aspect of the Licensed Methods or the System, without the prior written consent of OFFC.

**q.** Franchisee shall not sell any service or product except the Services or Products, in conjunction with the operation of its OXI FRESH Business, unless Franchisee receives the prior written consent of OFFC.

**r.** Franchisee shall not alter its OXI FRESH Business in any manner that materially affects the image of its OXI FRESH Business or the System, except at OFFC's request or with OFFC's written approval, and any alterations must strictly conform to the specifications and requirements established or approved by OFFC.

**s.** Franchisee shall pay when due all debts and taxes arising in connection with Franchisee's OXI FRESH Business, except those duly contested in a bona fide dispute. Franchisee shall pay OFFC an amount equal to any sales tax, gross receipts tax or similar tax imposed on OFFC with respect to any payments to OFFC required under this Agreement, unless the tax is credited against income tax otherwise payable by OFFC.

**t.** During the term of this Agreement and for three years after the expiration and termination of this Agreement, Franchisee shall notify OFFC of any change to Franchisee's (or its Operations Manager's) home and business addresses and telephone numbers.

**u.** Franchisee shall purchase and maintain in good operating condition computer equipment, software, telephones, facsimile machines and other similar equipment meeting OFFC's minimum specifications.

**v.** Franchisee shall become a member of such franchise, trade or other associations or organizations that, in the opinion of OFFC, are useful in the operation of an OXI FRESH Business. Franchisee shall have the option to become a member of all benefit programs that are offered from time to time by OFFC to all of its franchisees, if any. The costs of participating in such franchise, trade or other associations and benefit programs shall be borne by Franchisee and its employees (if applicable to the employees).

**w.** Franchisee will comply with all agreements with third parties related to its OXI FRESH Business.

**x.** Franchisee will at all times during the term of this Agreement own and control the OXI FRESH Business authorized hereunder. Upon request of OFFC, Franchisee will promptly provide satisfactory proof of such ownership to OFFC. Franchisee represents that the Statement of Ownership, attached hereto as Exhibit III and incorporated by this reference, is true, complete, accurate and not misleading; and, in accordance with the information contained in the Statement of Ownership, the controlling ownership of the OXI FRESH Business is held by Franchisee. Franchisee will promptly provide OFFC with a written notification if the information contained in the Statement of Ownership changes at any time during the term of this Agreement and will comply with the applicable transfer provisions contained herein.

**y.** Except as prohibited or limited by law, Franchisee shall fully participate in all promotional campaigns, prize contests, customer loyalty programs, special offers, discount programs including deal-of-the-day and crowdsourcing programs, and other programs, whether international, national, regional, or local in nature (including the introduction of new Products or Services or other marketing programs directed or approved by OFFC), which are prescribed from time to time by OFFC. Franchisee shall be responsible for the costs of such participation. In addition, Franchisee shall honor any coupons, customer loyalty program points or credits, gift certificates, discounts, or other authorized promotional offers of OFFC at Franchisee's sole cost unless otherwise specified in writing by OFFC. Franchisee acknowledges that OFFC frequently implements such promotions intended to increase customer awareness and build business on an international, national, regional, or local level, and Franchisee's participation in these promotions is essential to their success. Franchisee acknowledges that OFFC has no obligation to reimburse Franchisee for the costs associated with participating in these promotions. From time to time a promotion may not benefit all franchisees in the System; and if the promotion is not offered in the region, or another unknown hardship arises, OFFC may, at OFFC's option, exempt Franchisee and/or other franchisees on a case-by-case basis.

**z.** Franchisee shall not engage in any activities not covered by Franchisee's liability insurance.

**aa.** Franchisee shall not engage in any trade, practice or other activity that is harmful to OFFC's goodwill or reflects unfavorably on OFFC's reputation, or that constitutes deceptive or unfair competition.

**bb.** Franchisee shall comply with all terms and conditions established by OFFC related to the use of any website that OFFC operates or provides, including the terms of use, privacy policy, and any other legal notices available on the website. Franchisee will comply with the terms of the privacy policy as the party disclosing information in regard to any information Franchisee discloses to OFFC or other parties through the website, and as the party collecting the information with regard to any personal information of any third parties that Franchisee receives through the website. In particular, Franchisee shall comply with the privacy policy as the collecting party related to any information disclosed by the Scheduling Center to Franchisee which was received by the Scheduling Center through the Oxi Fresh Scheduling and Marketing System over the Internet.

**cc.** Franchisee must have a physical location address in each of its Protected Territories that meets Google's then-current requirements for local marketing purposes in those territories. Franchisee does not have to operate its OXI FRESH Business from these physical addresses. OFFC may revise and expand on these physical address requirements in the Operations Manual.

**dd.** Franchisee must accept credit and debit cards from customers of its OXI FRESH Business. Franchisee shall not charge its customers any additional fees or service charges if they elect to pay by credit or debit card. The Payment Card Industry (“PCI”) requires all companies that process, store, or transmit credit or debit card information to protect the cardholders’ information by complying with the PCI Data Security Standard (“PCI DSS”). Therefore, Franchisee shall be PCI compliant by following and adhering to then-current PCI DSS, currently found at [www.pcisecuritystandards.org](http://www.pcisecuritystandards.org), or any similar or subsequent standard for the protection of cardholder data throughout the term of this Agreement. Franchisee’s OXI FRESH Business shall be in compliance with PCI DSS at all times.

**ee.** Franchisee expressly authorizes OFFC and its approved suppliers to contact Franchisee by e-mail, telephone, mail, or any other means related to any aspect of the OXI FRESH Business, authorized Products and Services, this Agreement, or the System, for so long as this Agreement remains in effect. Franchisee expressly authorizes OFFC to disclose Franchisee’s contact information to OFFC’s approved and designated suppliers to enable such suppliers to contact Franchisee. Franchisee acknowledges that these communications are necessary to facilitate and keep Franchisee updated regarding the ongoing franchise relationship.

**ff.** In all communications with OFFC’s representatives, including its Scheduling Center personnel, Franchisee and its Authorized Representatives must conduct themselves in a dignified and respectful manner. No hostile, threatening, or offensive statements or behavior toward any OFFC representative is permitted.

#### **11.2. Customers in Unassigned Protected Territory.**

If Franchisee provides services to any customer outside of its Protected Territory and within an area that is not, at the time any such services are provided, within the protected territory of another OXI FRESH Business (a “**Previously Unassigned Location**”), whether such jobs result from referrals or unsolicited inquiries under **Section 4.2.b**, Broad Area Marketing under **Section 13.2**, or otherwise, Franchisee acknowledges and agrees that any such customer may be assigned, directed, and referred by OFFC to an OXI FRESH Business that has as its protected territory all or part of the Previously Unassigned Location (the “**New Business**”). To enable OFFC to ensure that future jobs scheduled for a customer in the Previously Unassigned Location are assigned to the New Business, OFFC at its discretion may require that any Market Expansion Line of Franchisee used in the marketing directed at customers in the Previously Unassigned Location, or otherwise provided to or used by any customer in the Previously Unassigned Location, be converted to a Co-Op Line. OFFC may also take any other actions it deems appropriate to assign, direct, or refer such customers to the New Business, including but not limited to sending notices to Franchisee’s customers in the Previously Unassigned Location of the New Business or advising those customers of the New Business when they contact the Scheduling Center.

#### **11.3. Requirements for Entity Franchisees.**

If Franchisee is a corporation, partnership, limited liability company or other business entity, the following additional conditions must be met, along with any other conditions as may be established by OFFC for entity franchisees:

**a.** Contemporaneously with the business entity acquiring the franchise rights, thereafter upon the issuance or transfer of any ownership interests in the business entity and the appointment or election of any person as director, officer, member or manager of the business entity, and at any other time requested by OFFC, the shareholders, members, partners, other owners, directors, officers, or managers (as applicable), any members of their immediate families, and any other individuals designated

by OFFC will execute the Guaranty and Assumption of Franchisee's Obligations attached hereto as Exhibit II and incorporated herein by reference, personally guaranteeing full payment and performance of Franchisee's obligations to OFFC and individually undertaking to be bound, jointly and severally, by all the terms of this Agreement.

**b.** No shares in the capital of such corporation or other interest in the business entity shall be issued nor shall Franchisee directly or indirectly, voluntarily or involuntarily, by operation of law or otherwise, sell, assign, transfer, convey, donate, pledge, mortgage or otherwise encumber any such shares or other interest or offer or attempt to do so or permit the same to be done without OFFC's prior written consent. Such actions shall be deemed a Transfer, as defined in **Section 17.2**, and subject to the requirements of **Article 17** below.

**c.** The business entity shall maintain stop transfer instructions against the Transfer of ownership on its records subject to the restrictions of this Agreement and shall have all outstanding certificates of ownership endorsed with the following legend printed conspicuously upon the face of each certificate:

*The transfer of the shares represented by this certificate is subject to the terms and conditions of a certain Franchise Agreement with Oxi Fresh Franchising Co., Inc.*

**d.** The articles of incorporation or organization and by-laws, operating agreement or other governing documents of the business entity shall provide that its objectives or business is confined exclusively to the operation of the OXI FRESH Business as provided for in this Agreement, and recite that the issuance and Transfer of any ownership interest in the business entity is restricted by the terms of this Agreement, and copies thereof shall be furnished to OFFC upon request.

#### **11.4. OFFC's Right to Inspect OXI FRESH Location.**

OFFC or its agents have the right to enter and inspect Franchisee's OXI FRESH Location at all times, and shall have the right to observe the manner in which Franchisee is rendering its services and products and conducting its operations. OFFC or its agents shall have the right to confer with Franchisee's employees and customers, and to inspect equipment and related merchandise, trademarked product lines, other merchandise, equipment, supplies or inventory for evaluation purposes to determine whether the equipment and related merchandise, trademarked product lines, and other merchandise, equipment, supplies, inventory, services and operations are satisfactory and meet the quality control provisions and performance standards established by OFFC from time to time.

#### **11.5. Noncompliance Service Charge.**

**a.** In the event that Franchisee fails to comply with any obligation set forth in this Agreement or any mandatory standard or specification in the Operations Manual or otherwise established by OFFC, OFFC shall have the right upon written notice to Franchisee to impose a noncompliance service charge ("**Noncompliance Service Charge**"). The Noncompliance Service Charge may, at OFFC's option, immediately be charged by OFFC to Franchisee's credit card or bank account pursuant to **Section 12.5.c** below or invoiced to Franchisee for payment within 10 days. The Noncompliance Service Charge shall be \$500.00 for each event of noncompliance by Franchisee, or \$1,000.00 for (i) each job performed by Franchisee or its OXI FRESH Business that is not scheduled through the Scheduling Center (an "**Unreported Job**"), (ii) a failure to maintain in full force and effect the insurance required under this Agreement following five days' written notice from OFFC, (iii) each job performed by Franchisee or its OXI FRESH Business that involves the use of any item of equipment, inventory, materials, or other

supplies, including cleaning equipment and cleaning agents, not approved by OFFC (or for each such item in the possession of Franchisee or its OXI FRESH Business, if not used in a job), or (iv) each distribution, display, or other dissemination of any marketing or promotional material by Franchisee outside of the Protected Territory, except in the limited circumstances permitted in **Section 13.2** related to Broad Area Marketing.

**b.** In the event that OFFC, through an audit or otherwise, determines that Franchisee has derived Gross Revenues that exceed the amounts reported for jobs through the Scheduling Center (the “**Excess Revenues**”), then such Gross Revenues will be deemed conclusive evidence of one or more Unreported Jobs as referenced in **Section 11.5.a** and subject to the Noncompliance Service Charge(s). If OFFC is unable to determine the number of Unreported Jobs performed that resulted in the Excess Revenues, then OFFC shall be entitled to divide the total Excess Revenues by the Franchisee Job Average, as defined below, and treat the resulting number, rounded to the nearest whole number, as the number of Unreported Jobs, each of which is subject to a Noncompliance Service Charge. The “**Franchisee Job Average**,” as used in this **Section 11.5.b**, is the average price per job for those jobs reported by Franchisee to OFFC through the Scheduling Center over the 12 months immediately preceding OFFC’s discovery of the Excess Revenues or Unreported Jobs.

**c.** The Noncompliance Service Charge is intended to compensate OFFC for the administrative costs that it incurs in monitoring, notifying, and following up with Franchisee in the event of noncompliance. The imposition of the Noncompliance Service Charge is in addition to any other rights or remedies that OFFC may have in the event of noncompliance by Franchisee including, without limitation, any right to declare a default or terminate this Agreement as described in **Article 18**.

#### **11.6. Referral of Other Franchisees.**

If Franchisee refers a prospective franchisee to OFFC who was previously unknown to OFFC, and that person subsequently becomes a franchisee of OFFC, then OFFC at its option will either (i) pay to Franchisee a referral payment of \$2,500.00, or (ii) grant Franchisee a credit of \$3,500.00 to be applied toward Franchisee’s purchases of inventory and other materials from OFFC. If the new franchisee pays its initial franchise fee in installments, the payment will be made or the credit will be granted to Franchisee on a pro rata basis within 30 days of the date on which funds are received. Otherwise, the referral payment will be made or the credit will be granted within 30 days of the date that the initial franchisee fee is paid in full.

### **12. CONTINUING FEES AND PAYMENTS**

#### **12.1. Royalty Fee.**

**a.** Franchisee shall pay to OFFC a continuing royalty fee in the amount specified in the Addendum (the “**Royalty Fee**”). Franchisee shall not subordinate to any other obligation its obligation to pay the Royalty Fee or any other fee or charge hereunder.

**b.** The amount of the Royalty Fee shall be subject to an increase annually, at OFFC’s option, on May 1 of each year, based on the increase in the U.S. Consumer Price Index for All Urban Consumers (CPI-U) for the all U.S. City Average for All Items, 1982-84=100 (the “**CPI**”) pursuant to **Section 12.4** below, plus 5 percent per year, from the date the Royalty Fee was last increased for existing franchisees in the System.

c. Franchisee acknowledges that OFFC is entering into this Agreement with the expectation that it will receive the Royalty Fees over the full term of this Agreement.

### **12.2. Advertising and Technology Fees.**

a. Franchisee shall pay to OFFC as an advertising fee (the “**Advertising and Technology Fee**”) each month an amount equal to 3 percent of Franchisee’s Gross Revenues during the most recently completed month, but no less than the minimum amount per month as established by OFFC. The initial minimum amount of the Advertising and Technology Fee shall be specified in the Addendum, and the minimum amount of the Advertising and Technology Fee may be increased at any time upon 60 days’ notice from OFFC to Franchisee, but in no event more frequently than once per year. Each increase to the minimum amount of the Advertising and Technology Fee shall be no greater than the percentage increase in the CPI pursuant to **Section 12.4** below, plus 20 percent per year, from the date the Advertising and Technology Fee was last increased for existing franchisees in the System.

b. For purposes of the Advertising and Technology Fee, “**Gross Revenues**” means the total of all receipts derived from the operation of Franchisee’s OXI FRESH Business, including for cleaning of commercial and residential carpet, rugs, upholstery, tile and grout floors, and hardwood floors, and other ancillary services and products provided by Franchisee or its agents or employees, whether the receipts are evidenced by cash, credit, or checks, or exchanged for services, materials, service charges, property or other means of exchange. Gross Revenues do not include the amount of any tax imposed by any federal, state, provincial, municipal or other governmental authority directly on sales and collected from customers, provided that the amount of any such tax is shown separately and in fact paid by Franchisee to the appropriate governmental authority. Gross Revenues shall be deemed received by Franchisee at the time the services and products from which they were derived are delivered or rendered or at the time the relevant sale takes place, whichever occurs first, regardless of whether final payment (e.g., collection on a customer’s personal check) actually has been received by Franchisee. Gross Revenues consisting of property or services shall be valued at the retail prices applicable and in effect at the time that they are received.

### **12.3. Job Fee.**

Franchisee shall pay OFFC a job fee (the “**Job Fee**”) related to the telephone services provided by OFFC and the services provided by the Scheduling Center, which will consist of the following elements:

- a. \$15.00 for each job that is scheduled for Franchisee through the Scheduling Center;
- b. \$40.00 per month for each Co-Op Line that OFFC provides Franchisee;
- c. \$40.00 per month for each Market Expansion Line that OFFC provides Franchisee, if any; and
- d. \$10.00 per month for each Franchise owned by Franchisee for the Toll-Free Number provided by OFFC.

The portion of the Job Fee based on each job scheduled for Franchisee shall apply whether the job is scheduled through the Scheduling Center by telephone or by Internet through the Oxi Fresh Scheduling and Marketing System, by the customer or by Franchisee itself. The only circumstances in which this portion of the fee will not be payable for a scheduled job is in the event that Franchisee is unable to

complete the job because of reasons outside its control. In the event that an additional Co-Op Line is acquired with one or more other OFFC franchisees as part of a Broad Area Marketing Program as described in **Section 13.2**, then the portion of the Job Fee attributable to that Co-Op Line under **Section 12.3.b** above shall be divided equally among the OFFC franchisees participating in the Broad Area Marketing program or divided in another manner that OFFC in its discretion determines to be equitable based on the circumstances. The amount of each element of the Job Fee may be increased at any time in OFFC's sole discretion upon 60 days' notice from OFFC to Franchisee, but in no event more frequently than once per year. The maximum percentage amount of each increase for each of the individual elements of the Job Fee shall be equal to the percentage increase in the CPI pursuant to **Section 12.4** below, plus 5 percent per year, from the date that particular fee element was last increased for existing franchisees in the System. At any time Franchisee is in default of its obligation to pay the Job Fee or any other fee or amount due to OFFC by its due date, OFFC may, at its option and in addition to its other rights and remedies under this Agreement, suspend Franchisee's membership and schedule in the Scheduling Center and the Oxi Fresh Scheduling and Marketing System until Franchisee's default is cured.

#### **12.4. Calculation of CPI Increase.**

For purposes of determining the increases in the fees in **Sections 12.1** through **12.3**, the adjustment in the CPI shall be determined in accordance with this Section. During the 30 days prior to each date on which OFFC elects to make such increase to a fee or fee element (as applicable, the "**Applicable Fee**"), OFFC shall determine the CPI for the latest month in which the CPI is available (the "**Ending Index**") and the CPI as of the latest month in which the CPI was available at the time the Applicable Fee was last increased for the existing franchisees in the System (the "**Beginning Index**"). OFFC shall divide the Ending Index number by the Beginning Index number and multiply the quotient by the then current Applicable Fee. This resultant number shall then be increased by the additional 5 percent per year for the Royalty Fee and Job Fee, and 20 percent per year for the minimum amount of the Advertising and Technology Fee, which shall determine the new Applicable Fee. In no event shall the adjusted Applicable Fee for any year be less than the Applicable Fee in the previous year. If the method of computing the CPI is changed from that in effect when the CPI was established, then the CPI shall be converted in accordance with the conversion factor published by the United States Department of Labor, Bureau of Labor Statistics. If the CPI is (a) discontinued or (b) revised without a conversion factor being published, such other government index or computation with which it is replaced shall be used in order to obtain substantially the same result as would be obtained if the CPI had not been discontinued or revised.

#### **12.5. Payments to OFFC.**

**a.** Franchisee shall pay the Royalty Fees to OFFC in advance by the fifth day of the month, beginning when Franchisee provides the first cleaning service to a customer through its OXI FRESH Business. Franchisee shall pay the Advertising and Technology Fees to OFFC by the 15<sup>th</sup> day of the month, beginning when Franchisee provides the first cleaning service to a customer through its OXI FRESH Business, based on the Gross Revenues of the preceding month as reported through the Scheduling Center. Franchisee shall pay the Job Fee for each month on the fifth day of the following month.

**b.** If Franchisee is being granted more than one Franchise, OFFC may require that the first 12 months of Royalty Fees for the second and each subsequent Franchise that is granted be paid in advance upon the execution of this Agreement, as set forth in the Addendum. This advance payment shall be applied only toward those Royalty Fees due for such additional Franchises, and shall not reduce or be applied toward the Royalty Fee payments owed for the first Franchise acquired or any other



amounts that become due to OFFC. This advance payment of the Royalty Fees is not refundable under any circumstances, even if Franchisee does not commence operations of the subsequent OXI FRESH Businesses.

c. Contemporaneously with the execution of this Agreement, Franchisee shall accurately complete, execute, and deliver to OFFC (i) the Authorization Agreement for preauthorized payment of any amounts due under this Agreement, or otherwise, by electronic transfer of funds from Franchisee's bank account to OFFC's bank account ("**ACH Withdrawal**"), in the form attached to this Agreement as Exhibit IV (the "**ACH Authorization**"), and (ii) the credit card charge authorization, which is attached to this Agreement as Exhibit V (the "**Credit Card Authorization**"); both of which are incorporated by this reference. Franchisee must also deliver the ACH Authorization to its applicable bank. Franchisee will execute and deliver any replacement or additional ACH Authorizations and Credit Card Authorizations requested by OFFC from time to time. These authorizations may be in electronic form, and the payments may be administered through the Oxi Fresh Scheduling and Marketing System. OFFC may charge Franchisee's bank account or credit card, at OFFC's option, each month for the Royalty Fee, Advertising and Technology Fee, Job Fee, and/or any other fees or amounts owed to OFFC when due, including Noncompliance Service Charges, Insufficient Funds Fees (as defined in **Section 12.5.e**), and late fees and interest as described below. OFFC may require Franchisee to pay by means other than ACH Withdrawal or credit card payment, whenever OFFC deems appropriate, and Franchisee agrees to comply with OFFC's payment instructions and to execute any documents in conjunction with such payment means.

d. Franchisee must at all times during the term of this Agreement (including any renewal terms) maintain at least \$5,000.00 in its bank account subject to the ACH Withdrawal and at least one credit card account in good standing and with a minimum available credit line of \$5,000.00 covered by the Credit Card Authorization. The bank account and credit card must be dedicated exclusively to the OXI FRESH Business and not used for any other business or non-business purpose. Franchisee agrees to advise OFFC, within one business day thereafter, if Franchisee changes its bank account or transfers its bank account to another bank, or if any credit card listed in a Credit Card Authorization expires, if Franchisee or the issuer of the card closes the account, or if other changes are made to the credit card account. Franchisee further agrees, within three business days of such change or transfer, to execute and return to OFFC, and Franchisee's bank if applicable, a replacement ACH Authorization or Credit Card Authorization for a bank account or credit card meeting the requirements of this Agreement, listing the new bank account information or credit card information and all other information required.

e. Franchisee agrees that any time an ACH Withdrawal transaction, credit card transaction, or other payment method is not honored or effective, Franchisee shall pay OFFC an insufficient funds fee (the "**Insufficient Funds Fee**") equal to 3 percent of the actual amount due, in addition to any applicable late fees and interest in accordance with **Section 12.6**.

#### **12.6. Late Fees; Interest.**

To encourage prompt payment and to cover the costs and expenses involved in handling and processing late payments, Franchisee shall also pay to OFFC, upon demand, a late payment charge of \$50.00 per fee or other payment owed to OFFC that is not received on or before the due date, or which cannot be charged to Franchisee's bank account or credit card on or before the due date because the bank account or credit card listed in Franchisee's ACH Authorization or Credit Card Authorization form has expired, been closed or cancelled, does not have sufficient funds or charge limit, or otherwise, plus interest equal to the lesser of (i) the maximum legal rate of interest then charged on open accounts or (ii) 1.5 percent per month, on all payments due to OFFC during the period of time said payments are due and unpaid. This same interest rate shall apply as the post-judgment interest rate, regardless of the applicable

statutory rate, in the event of any legal actions related to this Agreement. However, if Franchisee fails to pay any fees or other amounts in furtherance of an Act of Deception (as defined in **Section 16.5** below), then the interest due shall be computed in accordance with the terms of **Section 16.5** below. The foregoing shall be in addition to any other remedies OFFC may possess, as permitted by law. Franchisee acknowledges that this Section shall not constitute agreement by OFFC to accept such payments after they are due or a commitment by OFFC to extend credit to, or otherwise finance Franchisee's operation of its OXI FRESH Business. Further, Franchisee acknowledges that its failure to pay all amounts when due will constitute grounds for termination of this Agreement, as provided herein.

#### **12.7. OFFC's Right to Apply Franchisee Payments.**

Notwithstanding any designation by Franchisee, OFFC shall have the sole option to apply any payments by Franchisee to any past due indebtedness of Franchisee of any kind; including Royalty Fee, Advertising and Technology Fee, and Job Fee payments, purchases from OFFC and any of its affiliates, interest, or any other indebtedness.

#### **12.8. Nonrefundable Fees.**

Except as specifically contemplated in this Agreement, all fees once paid, shall be nonrefundable in all circumstances.

### **13. ADVERTISING**

#### **13.1. Local Advertising.**

**a.** Franchisee is not required to spend any minimum amounts for local advertising, although OFFC strongly recommends that Franchisee conduct local advertising.

**b.** Franchisee may develop advertising materials for Franchisee's own use, at Franchisee's own cost. Before using any promotional and advertising materials, Franchisee will submit to OFFC or OFFC's designated agency, for OFFC's prior written approval, all information pertaining to such promotional materials and advertising developed by Franchisee; including, but not limited to, Yellow Pages or other telephone related materials, print ads, coupons, radio and television scripts, or Internet promotional materials. Franchisee agrees to comply with all of OFFC's advertising standards and specifications. Franchisee must obtain OFFC's approval of any advertising and promotional materials, signs, forms and stationery that Franchisee desires to use at least 30 days before the start of their usage, unless OFFC has prepared such materials, or approved such materials during the 12 months prior to their proposed use. Franchisee shall not use such materials until they have been approved by OFFC in writing and shall promptly discontinue use of any advertising or promotional materials upon the request of OFFC. Any materials submitted by Franchisee to OFFC that have not been approved or disapproved in writing, within 30 days of receipt thereof by OFFC, shall be deemed disapproved.

**c.** Franchisee shall create and submit to OFFC for its approval, at least 30 days prior to its implementation, a local advertising and marketing plan for each year of this Agreement. If Franchisee is granted multiple Franchises under this Agreement, Franchisee shall submit to OFFC for its approval, at least 30 days prior to implementation, a local advertising and marketing plan for each Franchise. Each plan must set forth Franchisee's planned placements of local advertising during the next 12-month period. Advertising by Franchisee may be in any media it desires, provided that such advertising conforms to the requirements for Focused Marketing and Broad Area Marketing set forth below, and the standards and requirements of OFFC as set forth in this Agreement, the Operations Manual, or as otherwise designated

by OFFC. Franchisee shall not use such plans until they have been approved by OFFC in writing and shall promptly discontinue use of any advertising or promotional plans upon the request of OFFC. Any plans submitted by Franchisee to OFFC that have not been approved or disapproved in writing, within 30 days of receipt thereof by OFFC, shall be deemed disapproved.

**d.** Franchisee must refer to the Toll-Free Number and no other telephone number on any car wrap advertising and in all radio and television advertising for its OXI FRESH Business. Franchisee must refer to either the Toll-Free Number or the number for a Co-Op Line in all Internet advertising and, unless OFFC agrees otherwise, any other Broad Area Marketing. In all other advertising, Franchisee must refer to a Co-Op Line or Market Expansion Line telephone number and not the Toll-Free Number. Franchisee may not use or advertise any telephone number other than the Toll-Free Number, a Co-Op Line number, or a Market Expansion Line number in its OXI FRESH Business, without the consent of OFFC. Franchisee must obtain OFFC's approval of any advertising that features or utilizes a phone number provided by the advertising services provider (an "**Advertising Line**"). In that case, OFFC may require that the Advertising Line connect to a particular telephone line (which may be the Market Expansion Line, Co-Op Line, Toll-Free Number, or another phone line established by OFFC for that purpose). OFFC may modify the requirements for which telephone numbers may or must be used in particular advertising situations through the Operations Manual.

**e.** Franchisee may not advertise its OXI FRESH Business in connection with any other business, except with OFFC's prior written approval, which approval may be withheld for any reason.

**f.** Focused Marketing and Broad Area Marketing materials distributed or displayed within a franchisee's own protected territory are not considered a solicitation with regard to customers outside of the franchisee's protected territory. If a customer located outside of the protected territory of a particular franchisee is exposed to advertising by that franchisee that is distributed or displayed in that franchisee's protected territory, and that customer later retains the services of that franchisee as a result of the advertising, that franchisee may provide those services to the customer regardless of the location of the customer.

### **13.2. Focused and Broad Area Marketing.**

**a.** Franchisee, and other franchisees, may conduct Focused Marketing and Broad Area Marketing (both defined below) for their OXI FRESH Businesses in accordance with the terms set forth in this **Article 13** and the Operations Manual. "**Focused Marketing**" is marketing in which a franchisee has control over the specific location of the distribution or display of the marketing. Focused Marketing typically includes direct solo mailings sent by a franchisee, door hangings distributed by a franchisee, newspaper advertising where a franchisee can limit the area in which the newspaper containing its advertisements are distributed, and Internet advertising where a franchisee can limit the display of the advertising to Internet users in a certain defined area. "**Broad Area Marketing**" is any other form of marketing, and includes (i) advertising performed via a mass medium, such as yellow page advertisements, radio and television commercials, and general Internet advertising not based on the location of the Internet user; and (ii) shared mailings such as Valpak, deal-of-the-day websites, other advertising websites such as Angie's List, crowdsourcing programs such as Groupon and Living Social, and other similar situations in which a third party provides advertising services based on its own predetermined territories or areas of distribution. Each area of distribution or display of Broad Area Marketing is referred to herein as a "**3<sup>rd</sup> Party Marketing Area.**"

**b.** Franchisee may not conduct Focused Marketing outside of the Protected Territory or conduct Broad Area Marketing when the 3<sup>rd</sup> Party Marketing Area is located entirely outside of the

Protected Territory. If Franchisee desires to conduct Broad Area Marketing for its OXI FRESH Business in a 3<sup>rd</sup> Party Marketing Area that includes all or a portion of the Protected Territory and an area outside of the Protected Territory, Franchisee must obtain the prior written consent of OFFC and comply with **Section 13.2.c** below to the extent applicable. OFFC may withhold its consent for any reason. Once consent is given, OFFC may withdraw the consent at any time by notice to Franchisee. Among other reasons, OFFC may refuse to consent to such Broad Area Marketing, or may withdraw its consent, if the portion of Franchisee's Protected Territory in the 3<sup>rd</sup> Party Marketing Area represents a disproportionately small percentage of the entire 3<sup>rd</sup> Party Marketing Area.

c. If Franchisee desires to conduct Broad Area Marketing for its OXI FRESH Business in a 3<sup>rd</sup> Party Marketing Area that includes some or all of the Protected Territory and the protected territory of another franchisee or franchisees of OFFC, in addition to the other requirements set forth in **Article 13**, Franchisee must first notify the other applicable franchisee(s) and provide the other franchisee(s) the opportunity to participate in the Broad Area Marketing program in exchange for paying a portion of the costs associated with the Broad Area Marketing. If Franchisee and the other applicable franchisee(s) elect to acquire another Co-Op Line as part of the Broad Area Marketing program, Franchisee and the other participating franchisee(s) shall be responsible for paying OFFC the portion of the Job Fee payable for that Co-Op Line as described in **Section 12.3**. OFFC may require the other franchisee(s), or if Franchisee receives a notice from another franchisee, require Franchisee, to participate in the Broad Area Marketing program. The costs of a Broad Area Marketing program may be apportioned based on the number of households in each franchisee's protected territory that is included in the applicable 3<sup>rd</sup> Party Marketing Area or on such other equitable basis as the applicable franchisees may determine, or if the applicable franchisees, including Franchisee, are unable to agree on the basis for allocation of such costs, as determined by OFFC in its sole discretion. Any decision of OFFC will be final and binding on Franchisee.

d. If Franchisee refuses to participate in a Broad Area Marketing program after receiving notice from OFFC that such participation is required, Franchisee will be in default of this Agreement. In that case, OFFC may terminate this Agreement in accordance with **Section 18.2.e** below, or in lieu of OFFC terminating this Agreement, OFFC can authorize the other franchisee(s) to proceed with its or their Broad Area Marketing program. In that event, any customer in Franchisee's Protected Territory who retains the services of the other franchisee as a result of the Broad Area Marketing program shall be deemed the same as a customer resulting from a referral to or unsolicited inquiry of such other franchisee, and to whom the other franchisee may service in accordance with **Section 4.2.a**.

e. Notwithstanding the terms of **Section 13.2.a**, if OFFC in its sole discretion determines that any particular form or instance of marketing which would otherwise qualify as Focused Marketing as defined in **Section 13.2.a** is likely to result in substantial exposure to recipients, viewers, or other members of the public residing outside of (or who would likely be seeking services outside of) the applicable franchisee's protected territory ("**Excess Audience Focused Marketing**"), then OFFC may specify that such Excess Audience Focused Marketing is to be treated as Broad Area Marketing rather than Focused Marketing. Such Excess Audience Focused Marketing may include, by way of example, at OFFC's discretion, advertising at events and venues such as home shows and other trade or industry shows, property manager meetings, and other business association or group meetings, or advertising through the use of a billboard that is on an interstate or state highway. Franchisee shall be required to advise OFFC of its intended manner of display or dissemination of promotional or advertising materials at the time it seeks approval of the advertising under **Section 13.1.b** above in order to allow OFFC to make this determination, and OFFC shall have the final determination in its discretion as to whether the promotional or advertising activities of Franchisee or any other franchisee constitute Focused Marketing, Excess Audience Focused Marketing, or Broad Area Marketing. OFFC in its discretion may specify in its

Operations Manual or otherwise that certain forms or channels of marketing will always be considered Excess Audience Focused Marketing and therefore treated as Broad Area Marketing hereunder. OFFC may also consider the specific circumstances of certain types of marketing on a case-by-case basis to determine whether it is Excess Audience Focused Marketing that should be treated as Broad Area Marketing. In the event of Excess Audience Focused Marketing that is treated as Broad Area Marketing, the applicable franchisees shall work to determine what should constitute the 3<sup>rd</sup> Party Marketing Area and the apportionment of costs between them, and if they are unable to agree then OFFC's decision of such matters shall be binding.

f. To the extent a 3<sup>rd</sup> Party Marketing Area includes the protected area of an OXI FRESH Business operated by OFFC itself or OFFC desires to engage in a Broad Area Marketing program for any OXI FRESH Business it operates, OFFC will be bound to the policy described above in this **Section 13.2**.

g. Franchisee acknowledges and agrees that, given the length of the term of this Agreement and the constant evolutions, innovations, changes, and developments in marketing practices and methods, it is necessary that OFFC be able to modify the terms of this **Section 13.2**. In particular, OFFC may modify the definitions and categories of what constitutes Focused Marketing, Broad Area Marketing, and Excess Audience Focused Marketing, and how Focused Marketing and Broad Area Marketing may be conducted, through additions and changes to its Operations Manual or other standards and specifications. Franchisee agrees that it shall be bound to all such changes, and understands and acknowledges that they may result in modification to the terms set forth in this **Section 13.2**.

### **13.3. Local Advertising Group.**

a. OFFC may establish a regional advertising cooperative ("**Local Advertising Group**") in a region that includes Franchisee's Protected Territory. If a Local Advertising Group is established that includes Franchisee's Protected Territory, Franchisee shall join and participate in it, and contribute to the local advertising pool established by the Local Advertising Group in accordance with the rules and regulations thereof (such contributions shall be made for each of Franchisee's Franchises with a Protected Territory located in the region of the Local Advertising Group). Each of OFFC's company-owned and affiliate-owned operations (if any) offering Products and Services similar to an OXI FRESH Business within the region for which the Local Advertising Group is established will make contributions to the Local Advertising Group on an equivalent basis to the contributions required of Franchisee.

b. If OFFC directs that Franchisee join a Local Advertising Group, OFFC may designate some or all of Franchisee's Advertising and Technology Fees be paid to that Local Advertising Group.

c. The rules of the Local Advertising Group must be in writing and established by its members, but must be submitted for prior approval to OFFC (and shall be deemed approved 30 days after submission if OFFC takes no action). All Local Advertising Groups shall provide quarterly financial reports to OFFC.

### **13.4. Advertising and Technology Fund.**

a. OFFC will deposit the Advertising and Technology Fees in a separate bank account, commercial account or savings account ("**Advertising and Technology Fund**"). The Advertising and Technology Fund will be administered by OFFC, in its discretion. The Advertising and Technology Fund proceeds may be used for researching, preparing, maintaining, administering and directing advertising and promotional materials and public relations programs, including production of commercial print, radio, television, magazine, newspaper, Internet advertising, direct response literature, direct mailings,

brochures, collateral materials advertising, surveys of advertising effectiveness, and other advertising or public relations expenditures, for any international, national, or regional media. The Advertising and Technology Fund proceeds may also be used to pay for the expenses related to researching, developing, implementing, servicing, and operating any technology used in any manner related to the System or OXI FRESH Businesses, including the Oxi Fresh Scheduling and Marketing System, or any other or new technologies utilized in or related to OFFC's Scheduling Center, OFFC's website, the Co-Op Lines, the Market Expansion Lines, the Toll-Free Number, search engine optimization, booking of jobs for OXI FRESH Businesses, reporting of information for OXI FRESH Businesses, the equipment and cleaning agents used in OXI FRESH Businesses, or OXI FRESH Business computer systems (collectively, the "Technology"). OFFC may reimburse itself from the Advertising and Technology Fund for administrative costs, including the salaries of public relations personnel or persons administering the advertising services, the salaries of persons providing services related to any Technology, independent audits, reasonable accounting, bookkeeping, reporting and legal expenses, taxes and all other reasonable direct or indirect expenses that OFFC or its authorized representatives incur with the programs funded by the Advertising and Technology Fund. OFFC may use outside advertising and marketing agencies to create advertising material and outside companies or consultants to create and provide services for any Technology.

**b.** Upon request from Franchisee, OFFC will make available to Franchisee, no later than 120 days after the end of each calendar year, an annual unaudited financial statement for the Advertising and Technology Fund that shows how the Advertising and Technology Fund proceeds have been spent in the prior year.

**c.** All franchised, licensed and company-owned OXI FRESH Businesses will be required to pay on an equivalent basis into the Advertising and Technology Fund, except that OFFC, in its sole discretion, may designate some or all of the Advertising and Technology Fees of a franchised, licensed and company-owned OXI FRESH Business be paid to a Local Advertising Group instead of the Advertising and Technology Fund.

**d.** OFFC does not guarantee that advertising expenditures from the Advertising and Technology Fund will benefit Franchisee or any other franchisees directly or on a pro rata basis. OFFC assumes no direct or indirect liability or obligation to collect amounts due to the Advertising and Technology Fund or to maintain, direct or administer the Advertising and Technology Fund. Advertising and Technology Fees not spent in any fiscal year will be carried forward and spent in the ensuing fiscal year. If the advertising expenditure is more than the Advertising and Technology Fees collected during any calendar year, OFFC may loan funds to the Advertising and Technology Fund on such terms that are no more favorable than the Advertising and Technology Fund could receive from other lending sources generally available to the Advertising and Technology Fund, and OFFC will be reimbursed from the Advertising and Technology Fees during the same or subsequent years to the extent of such advances. None of the Advertising and Technology Fees will be used for advertising that is primarily for solicitation for the sale of franchises.

**e.** OFFC is not obligated to spend any amount on advertising or Technology in the Protected Territory.

**f.** OFFC reserves the right to establish an advertising council composed of franchisees that advises OFFC on the Advertising and Technology Fund and/or other advertising matters, on such terms as OFFC shall establish. Once such an advertising council is created, OFFC may disband or terminate the council in its sole discretion.

**g.** Although OFFC intends the Advertising and Technology Fund to be of perpetual duration, OFFC reserves the right to terminate the Advertising and Technology Fund. OFFC will not terminate the Advertising and Technology Fund, however, until all monies in the Advertising and Technology Fund have been expended for advertising and promotional purposes.

**h.** OFFC has no fiduciary obligation to Franchisee in connection with the operation of the Advertising and Technology Fund. OFFC will not be liable for any act or omission with respect to the operation of the Advertising and Technology Fund or the use of the Advertising and Technology Fund that is consistent with this Agreement and is done in good faith.

**i.** Additional details of the Advertising and Technology Fund will be set forth in the Operations Manual and sent to Franchisee.

**j.** Once Franchisee makes contributions to the Advertising and Technology Fund, all such monies will be used as required by this Section and will not be returned to Franchisee.

### **13.5. Advertising Disputes.**

In the event that there are any disputes between Franchisee and any other franchisee(s) or between Franchisee and OFFC regarding any advertising issues, including whether a particular form of marketing constitutes Focused Marketing, Excess Audience Focused Marketing, or Broad Area Marketing, or issues related to a 3<sup>rd</sup> Party Marketing Area or apportionment of any Broad Area Marketing program costs, the determination of OFFC in its sole discretion will be binding upon the parties and final.

## **14. QUALITY CONTROL**

### **14.1. Standards and Specifications.**

OFFC will make available to Franchisee, via the Operations Manual, standards and specifications for materials used by, Products sold through, and Services offered through, Franchisee's OXI FRESH Business, which standards and specifications OFFC reserves the right to change upon 30 day prior written notice to Franchisee. Franchisee acknowledges and agrees that Franchisee's rights to operate the OXI FRESH Business pursuant to this Agreement are always subject to Franchisee's obligation to comply with OFFC's standards and specifications and the Licensed Methods. Franchisee is not restricted on the number of carpet cleaning machines or upholstery cleaning machines it may operate in the Protected Territory. If Franchisee offers grout and tile cleaning services, Franchisee must have one set of grout and tile brushes for each carpet cleaning machine Franchisee operates. If Franchisee offers hardwood floor cleaning services, Franchisee must have a hardwood floor cleaning machine and hardwood floor cleaning agents as are specified by OFFC. OFFC and OFFC's representatives will have the right to discuss with Franchisee, or other personnel Franchisee may designate, including the Operations Manager, all matters that may pertain to compliance with this Agreement and with OFFC's standards, specifications, requirements, instructions and procedures. Franchisee shall in all respects cooperate with OFFC's rights under this Agreement. OFFC also reserves the right to contact any or all of Franchisee's customers, employees, suppliers and other service professionals for quality control, market research and such other purposes as OFFC deems appropriate.

### **14.2. Restrictions on Services and Materials.**

All services, equipment, inventory, materials and related items, forms, and other supplies used in the operation of an OXI FRESH Business shall conform to the specifications and quality standards

established by OFFC from time to time. Franchisee shall purchase certain services, equipment, inventory, materials and related items, forms, and other supplies used in the operation of the OXI FRESH Business, as specified from time to time by OFFC, solely from suppliers approved by OFFC. If Franchisee desires to purchase any of these items from an unapproved supplier, Franchisee shall submit to OFFC a written request for approval of the supplier, or shall request that the supplier do so. OFFC shall have the right to require that its representatives be permitted to inspect the supplier's facility and that samples from the supplier be delivered at OFFC's option either to OFFC or to an independent consultant designated by OFFC for testing. A charge not to exceed the reasonable cost of the inspection and the actual cost of the testing shall be paid by Franchisee or the supplier. OFFC reserves the right, at its option, to re-inspect the facilities and products of the approved supplier, from time to time, and to revoke its approval upon the supplier's failure to continue to meet any of OFFC's standards and specifications. OFFC shall be entitled upon request, to periodically review inventory reports from Franchisee, including product identification and serial numbers, if applicable, for compliance with the foregoing requirements.

#### **14.3. Minimum Purchase Obligations.**

Franchisee acknowledges that one of its principal interests in acquiring an OXI FRESH Business franchise is to offer and sell the Services and Products of a consistent quality with those offered throughout the System. Customers expect OXI FRESH Businesses to offer the Services and Products of the type designated and approved by OFFC. To help ensure that Franchisee is offering, performing, and selling the Services and Products as approved by OFFC as described in this **Article 14**, Franchisee must spend no less than 3 percent of its Gross Revenues each full or partial calendar year on purchases of certain necessary equipment, inventory, materials and related items, forms, and other supplies as OFFC may periodically designate from OFFC and/or its designated suppliers (the "**Minimum Purchase Obligations**"). OFFC may, from time to time, change the products and suppliers subject to these Minimum Purchase Obligations upon notice to Franchisee. The prices charged to Franchisee by OFFC or the other suppliers shall be established by OFFC or the other suppliers, respectively, from time to time.

#### **14.4. National and International Account Program.**

OFFC has solicited and may continue to solicit businesses with locations in multiple geographic areas, including within the Protected Territory, to participate in OFFC's "**National and International Account Program**," or "**N&I Account Program**." Unless waived by OFFC, Franchisee must participate in and comply with the rules of OFFC's N&I Account Program by providing services to N&I Account Program customers who have locations within the Protected Territory. Such rules may include requirements related to the types of services to be performed, additional training, the pricing for the services, the payment of any fees to OFFC for additional training, administering the N&I Account Program, or referring customers, and a quality review by OFFC of the services Franchisee provides. These terms may vary depending upon the N&I Account Program customer. If Franchisee fails to comply with the terms for the N&I Account Program or if OFFC determines at any time that Franchisee has not provided a satisfactory level and quality of service to a customer under the N&I Account Program then Franchisee shall be in default of this Agreement and, in addition to all other remedies available to OFFC, OFFC may appoint another franchisee to perform any future services for that customer's locations within the Protected Territory. OFFC will have the right to solicit potential customers for the N&I Account Program within Franchisee's Protected Territory, including Franchisee's existing customers. Franchisee shall cooperate with and assist OFFC as requested in such solicitation.



## **15. TRADEMARKS, TRADE NAMES AND PROPRIETARY INTERESTS**

### **15.1. Marks.**

Franchisee acknowledges that OFFC's parent company, Barnett Enterprises Corp. ("BEC"), is the owner of, and OFFC is the licensee of, the service marks OXI FRESH<sup>®</sup>, OXI FRESH CARPET CLEANING<sup>®</sup>, and all of the other Marks, and that Franchisee's right to use them is derived solely from this Agreement and limited to the operation of its OXI FRESH Business in accordance with this Agreement. Some of the Marks may not be registered in the country, province, or state where the Protected Territory is located. Franchisee agrees that neither OFFC nor BEC shall have any obligation to register any of the Marks in any jurisdiction. Franchisee has no authority or right to register any of the Marks in any jurisdiction without OFFC's prior written consent. Franchisee may not use any Marks in connection with the sale of any unauthorized product or service or in any other manner not expressly authorized in writing by OFFC. Franchisee agrees that its usage of the Marks and any goodwill established thereby shall inure to the exclusive benefit of OFFC. Franchisee shall not use the Marks in any manner calculated to represent that it is the owner of the Marks. Franchisee agrees not to contest or oppose, nor to assist anyone else to contest or oppose, OFFC's application for, or registration of, any of the Marks, or the validity or ownership of the Marks. Franchisee agrees not to directly or indirectly do or cause to be done, whether by commission or omission, any act, that may in any way jeopardize or adversely affect the validity or distinctiveness of the Marks, or the title of OFFC and BEC, thereto. Franchisee agrees that it will, without charge to OFFC, upon request by OFFC or its representatives, do all things and execute all documents that may at any time be necessary or desirable to protect or ensure the validity and distinctiveness of the Marks and to ensure the title of OFFC and BEC, thereto. Any unauthorized use of the Marks by Franchisee is a breach of this Agreement and an infringement of the rights of OFFC and BEC in and to the Marks.

### **15.2. No Use of Other Marks.**

Franchisee agrees to use the mark "OXI FRESH" as the sole identification of its OXI FRESH Business. Franchisee agrees that it shall affix a notice in a conspicuous location in or upon the OXI FRESH Location (if Franchisee leases space outside of Franchisee's personal residence) with content and format acceptable to OFFC, that it is an independent franchisee of OFFC, and as such, an authorized user of the Marks, and that the owner of the Marks is OFFC.

### **15.3. Licensed Methods.**

Franchisee acknowledges that OFFC owns and controls the distinctive plan for the establishment, operation and promotion of OXI FRESH Businesses and all related Licensed Methods. Franchisee acknowledges that much of the information contained in OFFC's Operations Manual, and any other manual or nonpublic written information about OFFC, and other confidential information provided to Franchisee by OFFC, constitutes trade secrets of OFFC. Franchisee acknowledges that OFFC has valuable rights in and to such trade secrets. Franchisee further acknowledges that it has not acquired any right, title or interest in the Licensed Methods, except for the right to use the Licensed Methods in the operation of the OXI FRESH Business as it is governed by this Agreement.

### **15.4. OFFC's Rights to New Ideas.**

All enhancements and improvements in the Licensed Methods developed by Franchisee shall be and become the sole and absolute property of OFFC. OFFC may incorporate such improvements or enhancements into the Licensed Methods and shall have the sole and exclusive right to copyright, register

or patent such improvements in OFFC's own name and Franchisee shall have no right to use such enhancements and improvements, except as set forth in this Agreement. Franchisee shall promptly disclose all such enhancements and improvements to OFFC (whether or not requested by OFFC) in such detail as OFFC may from time to time request. Franchisee shall, without further consideration, but at the expense of OFFC, execute such documents and do such acts as may be necessary for OFFC to copyright, register or patent the enhancements or improvements in OFFC's own name in any country.

#### **15.5. Copyrights.**

Franchisee and OFFC acknowledge and agree that: (a) OFFC may authorize Franchisee to use certain copyrighted or copyrightable works (the "**Copyrighted Works**"); (b) the Copyrighted Works are the valuable property of OFFC; and (c) Franchisee's rights to use the Copyrighted Works are granted to Franchisee solely on the condition that Franchisee complies with the terms of this Section. Franchisee acknowledges and agrees that OFFC owns or is the licensee of the owner of the Copyrighted Works. Such Copyrighted Works include, but are not limited to, the Operations Manual, advertisements, and promotional materials, and may include all or part of the System, trade dress and other portions of an OXI FRESH Business. Franchisee acknowledges that this Agreement does not confer any interest in the Copyrighted Works upon Franchisee, other than the right to use them in the operation of its OXI FRESH Business in compliance with this Agreement. If OFFC authorizes Franchisee to prepare any adaptation, translation or work derived from the Copyrighted Works, or if Franchisee prepares any Copyrighted Works such as advertisements, poster or promotional material, Franchisee agrees that such adaptation, translation, derivative work or Copyrighted Work shall constitute a "work made for hire" as that term is defined in the Copyright Act, 17 U.S.C. § 101 *et seq.*, and shall become the property of OFFC, and Franchisee assigns all its right, title and interest therein to OFFC (or such other person or entity identified by OFFC). Franchisee agrees to execute any documents, in recordable form, which OFFC determines are necessary to reflect such ownership. Franchisee shall submit all such adaptations, translations, derivative works and Copyrighted Works to OFFC for approval prior to use. Franchisee shall ensure that all Copyrighted Works used hereunder shall bear an appropriate copyright notice as specified by OFFC and specifying that OFFC is the owner of the copyrights therein.

#### **15.6. Infringement.**

Franchisee shall immediately notify OFFC in writing of any apparent infringement of or challenge to Franchisee's use of the Marks that it becomes aware of, and of any claim by any person of any right in the Marks or any similar trade name, trademark, or service mark of which Franchisee becomes aware. Franchisee shall not, in connection with any such infringement, challenge, or claim, directly or indirectly communicate with any person other than an officer of OFFC and its legal counsel. OFFC and/or its affiliated company shall have sole option to take, or not to take, any action as it deems appropriate as a result of any infringement, challenge, or claim. OFFC and/or its affiliated company shall have the right to exclusively control any litigation, U.S. Patent and Trademark Office proceeding or other administrative proceeding arising out of such infringement, challenge or claim, or otherwise relating to the Marks. Franchisee agrees, at Franchisee's sole expense, to execute all instruments and documents, render such assistance, and do such acts and things, as may, in the opinion of OFFC's and/or its affiliated company's counsel, be necessary or advisable to protect and maintain the interests of OFFC and/or its affiliated company in any such litigation, U.S. Patent and Trademark Office proceeding, or other administrative proceeding, or to otherwise protect and maintain the interests of OFFC and/or its affiliated company in the Marks.

### **15.7. Franchisee's Business Name and Internet Use.**

Franchisee acknowledges that OFFC has a prior and superior claim to the Marks and OFFC's corporate name and trade names. Franchisee will not use the designation "OXI FRESH," "OXI FRESH CARPET CLEANING," "THE WAY MOTHER NATURE CLEANS," "THE WORLD'S GREENEST CARPET CLEANER," "THE WORLD'S GREENEST, CLEANEST CARPET CLEANER", or any other of the Marks, or any portions thereof, in the legal name of its corporation, partnership or other business entity, nor use any of such names, the Marks or trade names, or portions thereof, as part of an electronic mail address or on any sites on the Internet, without the prior written consent of OFFC, which consent may be conditioned upon Franchisee conditionally assigning the name to OFFC exercisable upon a default by Franchisee under, or termination of, this Agreement. Any sites established by Franchisee on the Internet and any changes subsequently made to those sites must be approved by OFFC prior to their establishment or change, which consent may be withheld for any reason. Franchisee shall not use any Internet domain names and/or home page addresses other than those operated by OFFC. The requirement for OFFC's prior approval set forth in this Section will apply to all activities on the Internet or other communications network to be conducted by Franchisee, except that Franchisee maintain one or more e-mail addresses (but Franchisee must use such e-mail addresses only for business of the OXI FRESH Business), and Franchisee may conduct individual e-mail communications without OFFC's prior written approval-provided that the address and communications comply with all of the requirements (including those pertaining to the use of the Marks) contained in this Agreement. Franchisee shall comply with OFFC's guidelines related to the use of any social networking or social media website, including but not limited to Facebook, Twitter, LinkedIn, or MySpace. Franchisee agrees to obtain OFFC's prior approval as provided above if it proposes to send advertising to multiple addresses via e-mail. Franchisee also agrees not to register or attempt to register any of the above names, the Marks or the trade names of OFFC, or any portions thereof as a trademark, service mark, or domain name on the Internet. During the term of this Agreement, OFFC may require that Franchisee post a sign at its OXI FRESH Location, and include a reference on its letterhead, contracts, business cards and/or other items, stating that it is an "authorized franchisee of Oxi Fresh Franchising Co., Inc.," or other language specified by OFFC. If local laws require that Franchisee file an affidavit or other registration indicating that it is conducting business under an assumed, fictitious or trade name, Franchisee shall state in such filing or affidavit that the same is made "as an authorized franchisee of Oxi Fresh Franchising Co., Inc."

### **15.8. Change of Marks.**

Franchisee shall use and display the Marks and Copyrighted Works only as specified by OFFC. If it becomes advisable at any time in the opinion of OFFC for Franchisee to modify or discontinue use of any of the Marks or Copyrighted Works, or to use one or more additional or substitute names, Marks or Copyrighted Works, Franchisee agrees to comply with OFFC's directions within a reasonable time after notice to Franchisee by OFFC. OFFC shall have no liability or obligation whatsoever with respect to Franchisee's modification or discontinuance of the Marks. Franchisee agrees that any costs for modifying or changing the Marks will be borne by Franchisee and such modification or change of the Marks will be completed by Franchisee within a reasonable period of time after notification by OFFC.

### **15.9. Business Records.**

Franchisee acknowledges and agrees that OFFC owns all records ("**Business Records**") with respect to customers and employees of, and/or related to, Franchisee's OXI FRESH Business; including, without limitation, all databases (whether in print, electronic or other form) with customer and potential customers, names, addresses, phone numbers, e-mail addresses, and customer purchase records, and all other records contained in the database. Franchisee further acknowledges and agrees that, at all times

during and after the termination, expiration or cancellation of this Agreement, OFFC may access such Business Records, and may utilize, transfer, or analyze such Business Records as OFFC determines to be in the best interest of the System, in OFFC's sole discretion.

## **16. REPORTS, RECORDS AND FINANCIAL STATEMENTS**

### **16.1. Franchisee Reports and Financial Statements.**

Franchisee will establish and maintain at its own expense bookkeeping and accounting systems that conform to the specifications that OFFC may prescribe from time to time. Franchisee will supply to OFFC such records in a manner and form as OFFC may from time to time require including financial statements and balance sheets of Franchisee's OXI FRESH Business and Franchisee's most recent federal income tax returns, in a format prescribed by OFFC, within 15 days of Franchisee's receipt of a written request by OFFC for such information. If requested by OFFC, such financial statements shall be prepared by an independent certified public accountant in accordance with generally accepted accounting principles consistently applied. All reports and financial information to be furnished to OFFC must be signed by Franchisee or its Treasurer or Chief Financial Officer, attesting that the statement is true and correct, and prepared in accordance with the Operations Manual, this Agreement, and as otherwise specified in writing by OFFC. If Franchisee is granted multiple Franchises under this Agreement, OFFC may request financial statements and balance sheets for individual Franchises.

Franchisee shall submit to OFFC current financial statements and other reports as OFFC may request to evaluate or compile research and performance data on any operational aspect of its OXI FRESH Business. Franchisee authorizes OFFC to utilize this information to prepare a financial performance representation, to release this information as necessary to substantiate any financial performance representation made by OFFC, to share such information in summary form as OFFC deems necessary or desirable to share with other franchisees at any annual convention or other franchise business meetings, and to utilize this information in any other manner and with any other parties that OFFC deems appropriate without obtaining any further written consent of Franchisee. All financial information transmitted by Franchisee to OFFC pursuant to this Agreement shall be owned by OFFC as part of the Business Records as defined in **Section 15.9** above, with no duty on the part of OFFC to account to Franchisee with respect to the use and exploitation of the same.

### **16.2. Books and Records.**

During the term of this Agreement, including any successor franchise terms, and for seven years thereafter, Franchisee shall retain full, complete and accurate records of all sales, marketing activities, closeout sheets, payroll, and accounts payable in accordance with the standard accounting system described by OFFC in the Operations Manual or otherwise specified in writing by OFFC. If Franchisee is granted multiple Franchises under this Agreement, Franchisee shall maintain separate records for each Franchise.

### **16.3. Audit of Books and Records.**

From the date Franchisee and OFFC sign this Agreement until three years after the expiration or termination of this Agreement, including any successor franchises, OFFC or OFFC's authorized agent shall have the right to request, receive, inspect and audit any of the business records, financial or otherwise, of Franchisee or any party affiliated with Franchisee, including but not limited to Franchisee's Operations Manager, other owners, guarantors, officers, directors, or Authorized Representatives, any immediate family members of Franchisee or of such affiliated parties, or any companies or entities

associated with Franchisee or such affiliated parties, that OFFC in its sole discretion determines may be relevant in determining the business results of Franchisee's OXI FRESH Business; such as verifying that Franchisee has paid all fees and other amounts owed to OFFC based on the revenues of Franchisee or otherwise. Inspections and audits conducted at the OXI FRESH Location may take place without prior notice. OFFC may also require at any time the records from Franchisee or its affiliated parties be sent to OFFC's offices or another location to permit the inspection or audit of such records to be conducted at OFFC's place of business or the other location. If OFFC notifies Franchisee that documents are to be sent to a location other than the OXI FRESH Location for the purpose of conducting an inspection or audit at that location, Franchisee shall provide the requested documents to OFFC within the time period set forth in OFFC's notice. Franchisee will be responsible for any expenses associated with collecting and delivering any documents requested by OFFC for its inspection or audit. Franchisee agrees that OFFC will have the right to inspect and audit any records of Franchisee or any affiliated party that OFFC determines to be relevant in its sole discretion, which records may include, in addition to those referred to above, (i) tax returns; (ii) quarterly and/or annual financial statements, including profit and loss statements and balance sheets; (iii) copies of checks, check ledgers and bank statements for checking and savings accounts; (iv) all contracts or agreements entered into by Franchisee and any third parties related to its OXI FRESH Business, including but not limited to contracts with customers; and (v) any other documents requested by OFFC. OFFC may inspect and audit documents covering a period beginning with the date on which Franchisee first acquired its OXI FRESH Business and ending on the date such audit is concluded. All documents provided for OFFC's inspection or audit must be certified by Franchisee and the appropriate affiliated party, if applicable, as true, complete and correct. Should any inspection or audit disclose a deficiency in the payment of any amounts required to be paid or spent under this Agreement, Franchisee shall pay the deficiency to OFFC immediately, without prejudice to any other remedy of OFFC under this Agreement. In addition, if such deficiency for any audit period equals or exceeds 2 percent of the correct amount of any amounts required to be paid or spent under this Agreement during that audit period, or if Franchisee fails to submit any statements or reports required hereunder to OFFC (including by failing to use the Scheduling Center to schedule Franchisee's jobs or to close out all job orders scheduled), and OFFC conducts an audit of Franchisee's books and records, Franchisee will also pay to OFFC the entire cost of the inspection or audit including travel, lodging, meals, salaries and other expenses of the inspecting or auditing personnel immediately.

#### **16.4. Failure to Comply with Reporting Requirements.**

If Franchisee's records and procedures, including any information reported through the Scheduling Center, are insufficient to permit a proper determination of Gross Revenues for purposes of the Advertising and Technology Fee, OFFC shall have the right to deliver to Franchisee an estimate, made by OFFC, of Gross Revenues for the period under consideration, and Franchisee shall pay to OFFC any amount shown thereby within five days of the date of the notice. Any such estimate shall be deemed the minimum amount of Advertising and Technology Fees due for the required reports, and Franchisee shall remain liable for all Advertising and Technology Fees in excess of such amounts once the actual Gross Revenues related to such reports are determined. In addition, if Franchisee's failure constitutes an Act of Deception, then OFFC will have the right to proceed in accordance with **Section 16.5**.

#### **16.5. Acts of Deception.**

Notwithstanding anything to the contrary contained in this Article, if a breach occurs under **Sections 11.1.c, 12.1, 12.2, 12.3, 12.5, 16.1, 16.2, or 16.3**, due to Franchisee failing to pay or report to OFFC any sales or other financial information or information regarding jobs performed pursuant to the terms established hereunder; if Franchisee underpays any amounts owed to OFFC, including amounts discovered in an audit of Franchisee's books and records; or provides reports to OFFC that are

incomplete, inaccurate or misleading in any respect, and said breach remains uncured for 25 days or more after notice has been given, said act shall be deemed a deceptive act by Franchisee to prevent OFFC from receiving its fees based on the Gross Revenues of Franchisee's OXI FRESH Business and other fees due OFFC by Franchisee (an "**Act of Deception**"). The occurrence of an Act of Deception will result in serious damage to OFFC and the System in that it would (i) result in OFFC receiving less compensation than it is entitled; (ii) result in substantial costs to OFFC in responding to the Act of Deception, based on the need to research Franchisee's activities, contact third parties, coordinate an audit, and/or take other actions; (iii) demand substantial effort and attention of OFFC's representatives, in turn diverting their attention from their ordinary duties devoted to OFFC and its services for the OFFC franchise system; and (iv) encourage other franchisees of OFFC to engage in similar acts, thereby contributing to a general atmosphere of noncompliance within the OFFC franchise system. At the same time, OFFC and Franchisee acknowledge and agree that these damages, due to their nature, would be difficult to quantify. Therefore, upon discovery of an Act of Deception by OFFC, Franchisee shall pay OFFC as liquidated damages and not as a penalty, 100 percent of Franchisee's gross income from the entire applicable sale or sales involved in the Act of Deception, together with any late fees in accordance with **Section 12.6** of this Agreement, plus interest at the rate of 2.5 percent per month or the highest rate allowable by applicable law, whichever is less, on such amount from the first date any fees arising from such sales were due to OFFC. With respect to an Act of Deception, this interest provision shall supersede any other interest provision in this Agreement. This same interest rate shall apply as the post-judgment interest rate, regardless of the applicable statutory rate, in the event of any legal actions related to an Act of Deception under this Agreement. Additionally, once an Act of Deception is discovered, OFFC or its designated representatives may conduct an inspection or audit of the records of Franchisee or any of its affiliated parties as stated in **Section 16.3** above, provided, however, that any inspection or audit conducted as a result of the discovery of an Act of Deception shall be performed at Franchisee's sole cost and expense and shall be conducted at any time of OFFC's choosing. OFFC shall provide written notice to Franchisee of its election to conduct an audit of Franchisee's books and records pursuant to this Section and upon receipt of such written notice, Franchisee shall immediately pay to OFFC \$15,000.00 (the "**Audit Fee**"), which Audit Fee shall be utilized by OFFC to offset the costs and expenses incurred by OFFC or its designated representatives in conducting such audit. If the final costs and expenses of the audit are less than the Audit Fee, OFFC shall either, in its sole discretion, refund the excess portion of the Audit Fee to Franchisee or offset such excess portion of the Audit Fee against other amounts determined to be due to OFFC or which become due to OFFC in the future. If the actual cost of the audit exceeds the Audit Fee, Franchisee shall pay OFFC the excess amount within 10 days of written notice of the deficiency and demand for payment. Failure on the part of Franchisee to pay the excess amount shall be deemed a continuing default of Franchisee under this Agreement.

#### **16.6. Financial Information from Third Parties.**

Franchisee authorizes OFFC to make inquiries of Franchisee's bank, suppliers and trade creditors concerning Franchisee's OXI FRESH Business, and agrees to direct such persons and companies to provide to OFFC such information and copies of documents pertaining to its OXI FRESH Business as OFFC may request.

### **17. TRANSFER**

#### **17.1. Transfer by OFFC.**

Franchisee acknowledges that OFFC's obligations under this Agreement are not personal, and OFFC can unconditionally transfer, on its own discretion, this Agreement to another corporation or any other party, including the operator of a competing franchise system. Franchisee further acknowledges and

agrees that OFFC may sell its assets, the Marks or the System to any third party of OFFC's choice; or may terminate or cease to exist or dissolve, in any such case without Franchisee's consent, and provided the transferee expressly assumes and undertakes to perform OFFC's obligations in all material respects, free of any responsibility or liability whatsoever to Franchisee after the transaction occurs. With regard to any such sale, transfer, assignment or disposition, Franchisee expressly and specifically waives any claims, demands, or damages against OFFC arising from or related to the transfer of the Marks or the System from OFFC to any other party.

### **17.2. Transfer by Franchisee.**

Franchisee understands and acknowledges that the rights and duties set forth in this Agreement are personal to Franchisee. Accordingly, OFFC will not allow or permit any transfer, assignment, subfranchise or conveyance of this Agreement, any interest in this Agreement (including any individual Franchise granted under this Agreement if Franchisee is granted multiple Franchises under this Agreement), all or any part of the Franchisee if the Franchisee is a business entity, or all or a substantial portion of the assets of the OXI FRESH Business (each, a "**Transfer**"), except in compliance with **Section 17.3**. The term "Transfer," as used in this Agreement, means and includes the voluntary, involuntary, direct or indirect transfer, assignment, sale, gift or other similar disposition. Any unauthorized sale, assignment, transfer or other conveyance, by operation of law or otherwise, or any attempt to do so, shall be deemed void and, at the option of OFFC, grounds for termination of this Agreement by OFFC.

### **17.3. Pre-Conditions to Franchisee's Transfer.**

No Transfer will be approved by OFFC or be effective unless and until Franchisee and the transferee obtain OFFC's written consent and all the following conditions are satisfied:

**a.** Franchisee is in full compliance herewith and pays to OFFC all outstanding debts or amounts owing to OFFC.

**b.** In OFFC's sole discretion, the transferee executes OFFC's then current Franchise Agreement (which shall have a term equal to the remainder of Franchisee's term, but which may contain provisions substantially different from those contained herein), and such other documents then customarily used by OFFC to grant franchises, and all other documents as may be requested by OFFC.

**c.** Franchisee pays OFFC either a transfer fee ("**Transfer Fee**") or a resale assistance fee ("**Resale Assistance Fee**") depending on whether OFFC identifies the proposed transferee of this Agreement. If Franchisee or another party, not acting on behalf of OFFC, identifies the proposed transferee, Franchisee or the proposed transferee shall pay OFFC a nonrefundable Transfer Fee of \$4,000.00. If OFFC or a party acting on behalf of OFFC identifies the proposed transferee, Franchisee shall pay to OFFC a nonrefundable Resale Assistance Fee equal to 30 percent of the total consideration Franchisee receives upon the Transfer of this Agreement, including without limitation, the purchase price for the assets of the OXI FRESH Business or for the ownership interest in Franchisee, any amounts designated as consulting fees or other fees, the amounts for any blue sky or goodwill, the amounts for any lease arrangements, and other similar costs, compensation, fees or payments, however designated, and whether to be paid in a lump sum or financed; provided that such Resale Assistance Fee shall not in any event be less than \$10,000.00 nor more than \$20,000.00. The Transfer Fee or Resale Assistance Fee shall be payable to reimburse OFFC for its reasonable legal, marketing, sales, accounting, credit and investigation expenses incurred as a result of the proposed Transfer. OFFC shall not charge transferee an Initial Franchisee Fee. If Franchisee is transferring multiple Franchises granted under this Agreement,

Franchisee must pay the Transfer Fee and/or Resale Assistance Fee, as applicable, for each individual Franchise.

**d.** Except where prohibited by law, Franchisee executes a general release in favor of OFFC, including its shareholders, officers, directors, agents and employees, from all claims and potential claims of Franchisee.

**e.** The transferee purchases all of Franchisee's assets used in its OXI FRESH Business in accordance with all applicable bulk sales rules and regulations and assumes all of the liabilities of the OXI FRESH Business, unless such liabilities have been paid prior to the closing of the transaction or unless the sale is a sale of shares in the capital stock of Franchisee. The transferee must agree to be responsible at its sole expense for honoring and accepting any credits, gift cards or certificates, discounts including deal-of-the-day and crowdsourcing discounts, special offers, prizes, and any other promotional offers made by Franchisee related to the OXI FRESH Business.

**f.** If OFFC determines that training of the proposed transferee is required, the proposed transferee attends, at its own expense, and successfully completes (to OFFC's satisfaction) OFFC's initial training program and pays a nonrefundable training fee of \$1,000.00 (the "**Training Fee**"). If Franchisee is transferring multiple Franchises granted under this Agreement to multiple transferees, OFFC may require that each transferee attend OFFC's initial training program and pay a Training Fee.

**g.** The parties to the proposed transaction shall have entered into a bona fide binding agreement (a "**Purchase Offer**"), subject only to the rights of OFFC. OFFC shall be furnished a copy of this Purchase Offer, and such Purchase Offer shall be subject to OFFC's written approval, and the Right of First Refusal reserved to OFFC as specified in **Section 17.6** below. Franchisee must advise each prospective transferee of this provision and the other terms of this Agreement. Franchisee agrees to provide the proposed transferee, if appropriate, with such disclosure documents and other information as may be required by applicable law.

**h.** If the transferee is a corporation, partnership, limited liability company or other legal entity, the transferee and its stockholders, partners, members or owners of a beneficial interest in the transferee have complied with **Section 11.3** above.

**i.** The proposed transferee has demonstrated to OFFC's satisfaction that it, he or she will meet in all respects OFFC's standards applicable to new franchisees regarding experience, personal and financial reputation and stability, willingness and ability to devote its, his or her best efforts to the operation of the OXI FRESH Business being transferred, and any other conditions as OFFC may apply in evaluating new franchisees. All required conditions will be provided by OFFC to the proposed transferee at time of notification of desire to transfer. OFFC must be provided all information about the proposed transferee as OFFC may require. No Transfer to a competitor of OFFC will be permitted.

**j.** Franchisee agrees that OFFC has the right to confer with prospective transferees and furnish them with information regarding Franchisee's OXI FRESH Business, this Agreement, and the proposed transfer without being held liable to Franchisee, except for intentional misstatements made to a prospective transferee.

**k.** If Franchisee is transferring less than all of the Franchises granted under this Agreement, Franchisee and OFFC shall enter into an amended Addendum to Franchise Agreement to replace that Addendum to Franchise Agreement attached as Exhibit I, to reflect that reduction of the number of Franchises, Protected Territories, and Royalty Fee and other fees.



#### **17.4. Waiver of Transfer Fees.**

OFFC will waive the Transfer Fee and Resale Assistance Fee set forth in **Section 17.3.c**, the Training Fee set forth in **Section 17.3.f**, and the Right of First Refusal in **Section 17.6**, in regard to the following Transfers, although all other requirements set forth in this **Article 17** shall apply:

**a.** If Franchisee is a business entity, a Transfer of less than 25 percent of the ownership interest in the Franchisee business entity. If there are multiple Transfers that result in a total Transfer of 25 percent or more of the ownership interest in the Franchisee business entity, then this **Section 17.4** will no longer apply and Franchisee shall immediately comply with all requirements of this **Article 17**.

**b.** If Franchisee is one or more individuals, a Transfer from such individual or individuals to a business entity in which they own not less than 75 percent of the total stock, membership interests, partnership interests or other ownership interests, and which is actively managed by them, so long as this Agreement is not signed as part of Franchisee's exercise of successor franchise rights and such transfer occurs no later than 45 days following the date of this Agreement.

#### **17.5. Franchisee's Death or Disability.**

**a.** If Franchisee is an individual, upon the death or permanent disability of Franchisee, or if Franchisee is an entity, upon the death or permanent disability of the Operations Manager, the rights granted by this Agreement may pass to the next of kin or legatees, provided that Franchisee's or Operations Manager's legal representatives shall within 90 days from the date of death or permanent disability of Franchisee or the Operations Manager apply in writing to OFFC for the right to transfer to the next of kin or legatee the rights under this Agreement or the ownership interest of the entity. The proposed transferees must meet each of the requirements set forth in this **Article 17** within 30 days of the receipt of a conditional approval for the transfer, except that, in a Transfer under this Section, there will be no Transfer Fee or Resale Assistance Fee charged by OFFC pursuant to **Section 17.3.c**. For purposes hereof, the term "permanent disability" will mean a mental or physical disability, impairment or condition that is reasonably expected to prevent or actually does prevent Franchisee or the Operations Manager from supervising the management and operation of the OXI FRESH Business for a period of 90 days from the onset of such disability, impairment or condition. If the legal representatives do not comply with the provisions of this Section, or do not propose a transferee acceptable to OFFC under the standards set forth in this Agreement, all rights licensed to Franchisee under this Agreement will terminate immediately and automatically revert to OFFC. During the 90-day period following Franchisee's or Operations Manager's death or permanent disability in which the legal representative may apply for the right to transfer the rights under this Agreement, the legal representative(s) may continue to operate the Franchise(s), provided that operation is conducted in accordance with the terms of this Agreement and any other agreements with OFFC.

**b.** In order to prevent any interruption of the business of Franchisee's OXI FRESH Business that might cause harm to the business and thereby depreciate the value thereof, Franchisee authorizes OFFC, in the event that Franchisee is incapacitated or dies, and is not, therefore, in the sole judgment of OFFC, able to operate the OXI FRESH Business hereunder, to operate the business for so long as OFFC deems necessary and practical, and without waiver of any other rights or remedies OFFC may have under this Agreement; provided, however, that if OFFC does commence to operate the Franchise, OFFC shall not be obligated to operate the Franchise for a period of more than 90 days. All monies from the operation of the business during such period of operation by OFFC shall be kept in a separate account and the expenses of the business, including reasonable compensation and expenses for OFFC's

representatives, shall be charged to that account. If, as herein provided, OFFC temporarily operates the OXI FRESH Business, Franchisee agrees to indemnify and hold OFFC and any representative of OFFC who may act hereunder harmless from any and all claims arising from the acts and omissions of OFFC and its representative arising therefrom.

#### **17.6. OFFC's Right of First Refusal.**

If Franchisee desires to Transfer, in whole or in part, the OXI FRESH Business, Franchisee shall obtain a bona fide, executed, written Purchase Offer from a responsible, arms-length, and fully disclosed purchaser for the OXI FRESH Business and other assets used by Franchisee in its OXI FRESH Business. Franchisee shall submit an exact copy of the Purchase Offer to OFFC, which shall, for a period of 30 days from the date of delivery of such offer to OFFC, have the right, but not the obligation, exercisable by written notice to Franchisee, to purchase all of the OXI FRESH Business and the assets of Franchisee (the "**Right of First Refusal**"), for the price and on the terms set forth in the Purchase Offer, subject to the provisions of this **Article 17** and provided that:

**a.** there shall be deducted from the purchase price the amount of any commissions or fees that would otherwise have been payable to any broker, agent or other intermediary in connection with the sale of such property to the offeree; and

**b.** OFFC shall have the right to substitute cash for any other form of consideration specified in the Purchase Offer and to pay in full the entire purchase price at the time of closing.

If OFFC does not exercise its right of first refusal, the offer may be accepted by Franchisee or its owners but only upon the same terms and conditions as proposed to OFFC, and subject to the other requirements set forth in this **Article 17**. If the sale to such purchaser is not completed within 60 days after delivery of such offer to OFFC, OFFC shall again have the Right of First Refusal.

#### **17.7. Post-Transfer Obligations.**

With and after each valid Transfer of this Agreement pursuant to this **Article 17**, the transferee or transferees of Franchisee shall be deemed to be the Franchisee under this Agreement and will be bound by and liable for all of Franchisee's existing and future obligations. No owner in any business entity that becomes Franchisee shall have any rights under this Agreement by reason of his, her or its ownership. The transferor shall comply with those requirements set forth in **Section 18.5**.

### **18. DEFAULT AND TERMINATION**

#### **18.1. Termination by OFFC-Effective Upon Notice.**

OFFC shall have the right to terminate this Agreement and all rights granted Franchisee hereunder, subject to the provisions of applicable law governing franchise termination and renewal, effective upon receipt of notice by Franchisee, upon the occurrence of any of the following events:

**a. Unauthorized Disclosure.** Franchisee intentionally or negligently discloses to any unauthorized person the contents of, or any part of, OFFC's Operations Manual or any other trade secrets or confidential information of OFFC.

**b. Abandonment.** Franchisee voluntarily abandons the OXI FRESH Business for a period of 15 consecutive days, or any shorter period that indicates an intent by Franchisee to discontinue

operation of its OXI FRESH Business; unless such abandonment is due to fire, flood, earthquake or other similar causes beyond Franchisee's control and not related to the availability of funds to Franchisee.

**c. Insolvency; Assignments.** Franchisee or any of its guarantors becomes insolvent or is adjudicated a bankrupt; or any action is taken by Franchisee or any of its guarantors, or by others against Franchisee or a guarantor under any insolvency, bankruptcy or reorganization act; or Franchisee or any of its guarantors makes an assignment for the benefit of creditors, or a receiver is appointed for Franchisee or a guarantor.

**d. Unsatisfied Judgments; Levy; Foreclosure.** Any material judgment (or several judgments which in the aggregate are material) is obtained against Franchisee and remains unsatisfied or of record for 30 days or longer (unless a supersedeas or other appeal bond has been filed); or execution is levied against the OXI FRESH Business or any of the property used in the operation of the OXI FRESH Business and is not discharged within five days; or the real or personal property of the OXI FRESH Business is sold after levy thereupon by any sheriff, marshal or constable.

**e. Criminal Conviction.** Franchisee, or, if Franchisee is an entity, any owner of greater than 25 percent of the Franchisee entity, is convicted of a felony, a crime involving moral turpitude, a crime related to its OXI FRESH Business, or any crime or offense that is likely, in the sole opinion of OFFC, to materially and unfavorably affect the System, Marks, goodwill or reputation thereof.

**f. Repeated Noncompliance.** Franchisee receives three notices of default with respect to Franchisee's obligations hereunder from OFFC during the term of this Agreement, regardless of whether the defaults were cured by Franchisee.

**g. Unauthorized Transfer.** Franchisee sells, transfers or otherwise assigns the OXI FRESH Business, an interest in its franchise or the Franchisee entity, this Agreement, the OXI FRESH Business or a substantial portion of the assets of the OXI FRESH Business owned by Franchisee without complying with the provisions of this Agreement.

**h. Condemnation or Loss of OXI FRESH Location.** Franchisee loses possession or the right of possession of all or a significant part of the OXI FRESH Location through condemnation, casualty, lease termination or mortgage foreclosure and the OXI FRESH Business is not relocated or reopened within 60 days of such loss of possession or condemnation or casualty.

**i. Contesting Ownership of Marks.** Franchisee contests in any court or proceeding the validity of, or OFFC's ownership of, the Marks.

**j. Unauthorized Entity Action.** Franchisee is a corporation or other business entity and any action is taken which purports to merge, consolidate, dissolve or liquidate such entity without OFFC's prior written consent.

**k. Failure to Complete Training.** Franchisee fails to successfully complete OFFC's Initial Training Program or Advanced Training Program.

**l. Improper Business Practices.** OFFC determines that Franchisee: engaged in an act of fraud with respect to its rights or obligations under this Agreement; engaged in false advertising; engaged in any activity that has a material adverse effect on OFFC, the System, and/or the Marks; failed to submit sales or other financial information to OFFC or intentionally submitted incorrect sales or other financial

information to OFFC; failed to comply with applicable laws, regulations and ordinances; or engaged in any other business from the OXI FRESH Location.

**m. Sexual Harassment or Discrimination.** OFFC receives credible evidence, which it verifies to its satisfaction, that Franchisee, its Operations Manager, or any other management level employee of Franchisee, has sexually harassed or intimidated any individual or intentionally engaged in any racial, ethnic, religious, sexual, or other offensive discrimination against any individual or group.

**n. Material Misrepresentation.** Franchisee has made a material misrepresentation in its application to own and operate the Franchise.

**o. Act of Deception.** Franchisee has committed an Act of Deception, as defined in **Section 16.5**.

**p. Violation of Covenant Not to Compete or Other Restrictive Covenant.** Franchisee or any of the Franchisee Affiliates (as defined in **Section 20.1**) violates the covenant not to compete or any other restrictive covenant contained in **Article 20** below.

**q. Executive Order 13224; Patriot Act.** Franchisee, or any officer, director, member, manager, or partner of Franchisee (as applicable), or the Operations Manager, violates or becomes subject to United States Executive Order 13224 or The Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism Act of 2001 (the "**Patriot Act**").

**r. Breach of Other Agreement.** Franchisee breaches the terms of any other agreement between OFFC and Franchisee and fails to cure said breach during any applicable cure period provided in the other agreement.

**s. Inadequate Guaranties.** Any guaranty of this Agreement fails to be a continuing obligation fully enforceable against the guarantor signing the guaranty, or there is any inadequacy of the guaranty or guarantor and the guarantor is unable to provide adequate assurances as required by OFFC.

## **18.2. Termination by OFFC with Prior Notice.**

OFFC shall have the right to terminate this Agreement and all rights granted Franchisee hereunder, subject to the provisions of applicable law governing franchise termination and renewal, effective after the specified number of days after delivery of written notice by OFFC to Franchisee:

**a. Failure to Make Payments.** Franchisee fails to pay any amounts due OFFC or affiliates, including the Initial Franchise Fee, the Commercial/Pull System Training Fee, the Royalty Fee, the Advertising and Technology Fee, the Noncompliance Service Charge, and all other fees or sums owed to OFFC within 10 days after receiving notice that such fees or amounts are overdue.

**b. Misuse of Marks.** Franchisee misuses or fails to follow OFFC's directions and guidelines concerning use of the Marks and fails to correct the misuse or failure within 10 days after notification from OFFC.

**c. Failure to Submit Reports or Requested Information.** Franchisee fails, or refuses, to submit any report, financial statement, tax return, schedule or other information or supporting records required herein, within 10 days after notification from OFFC.

**d. Filing Non-Compliant Legal Action.** Franchisee or any of the Franchisee Affiliates files or otherwise commences litigation, arbitration, or any other legal action against OFFC or any of the OFFC Affiliates, as defined in **Section 22.1**, that is not in compliance with the dispute resolution terms agreed upon in **Article 22** as may be modified by any applicable rider in Exhibit VI, and fails to dismiss such action within seven days after notification from OFFC.

**e. All Other Defaults Under Agreement.** In addition to the foregoing termination rights, OFFC shall have the right to terminate this Agreement (subject to any applicable laws to the contrary, where such applicable law shall prevail), effective upon 30 days' written notice to Franchisee, if Franchisee breaches any other provision of this Agreement and fails to cure the default during such 30-day period. In that event, in OFFC's sole discretion this Agreement will terminate without further notice to Franchisee, effective upon expiration of the 30-day period. Notwithstanding the foregoing, if the breach is curable, but is of a nature which cannot be reasonably cured within such 30-day period and Franchisee has commenced and is continuing to make good faith efforts to cure the breach during such 30-day period, Franchisee shall be given an additional reasonable period of time to cure the breach.

### **18.3. Termination by OFFC for Continuing Force Majeure Events.**

OFFC shall have the right at its option to terminate this Agreement and all rights granted Franchisee hereunder, subject to the provisions of applicable law governing franchise termination and renewal, effective upon receipt of notice by Franchisee, in the event of a force majeure event as described in **Section 23.17** below that occurs and continues for a period of six consecutive months or longer and which prevents OFFC from performing its obligations hereunder.

### **18.4. Termination by Franchisee.**

Franchisee shall have the right to terminate this Agreement as the result of a material breach of this Agreement by OFFC, provided Franchisee is in full compliance with this Agreement and provides OFFC with written notice of the breach within 30 days of the breach and a reasonable opportunity to cure such breach, which shall in no event be less than 90 days.

### **18.5. Obligations of Franchisee Upon Termination or Expiration.**

Franchisee agrees that upon termination or expiration of this Agreement Franchisee shall do all of the following:

**a.** Pay within 10 days of the effective date of termination or expiration of this Agreement all amounts owed to OFFC, the landlord of the OXI FRESH Location (if applicable) and Franchisee's trade and other creditors that are then unpaid. In the event of a termination due to a default by Franchisee, the amounts owed to OFFC shall include an amount equal to the Royalty Fees that would have been payable for each month from the date of termination until the earlier of (i) three years following the date of termination, or (ii) the expiration date that would apply to this Agreement had it not been terminated. All periodic payments to OFFC shall be deemed to accrue daily, shall be adjusted accordingly, and shall include interest at the rate of 18 percent per annum or the highest rate permitted by law, whichever is lower. This same interest rate shall apply as the post-judgment interest rate, regardless of the applicable statutory rate, in the event of any legal actions related to this Agreement.

**b.** Immediately discontinue the use of all Marks, signs, stationery, structures, forms of advertising, telephone listings and service, the Operations Manual, training aids, customer lists, computer software and media, business records, files, instructions, brochures, correspondence, all confidential

information of OFFC, and all materials and Products and Services of any kind which are identified or associated with the System and/or any of the Marks, and return all these materials and products to OFFC, at Franchisee's sole cost and expense. Neither Franchisee nor any party associated with Franchisee will retain any copy or record of the foregoing, excepting only Franchisee's copy of this Agreement and any correspondence between the parties hereto, and any other documents which Franchisee reasonably needs for compliance with any provision of law.

**c.** Immediately notify all listing agencies, Internet service providers, and social media website operators, and, if applicable, the telephone company, of the termination or expiration of Franchisee's right to use any classified or other telephone directory listings, domain names, social media websites or accounts, and, if applicable, telephone numbers, associated with the Marks, and authorize the transfer of them to OFFC or any new franchisee as directed by OFFC. Franchisee acknowledges as between OFFC and Franchisee, OFFC has the sole rights to, and interest in, all directory listings, web addresses, domain names, social media websites and accounts, and telephone numbers used by Franchisee to promote its OXI FRESH Business and/or associated with the Marks. Franchisee irrevocably appoints OFFC, with full power of substitution, as its true and lawful attorney-in-fact, which appointment is coupled with an interest, to execute such directions and authorizations as may be necessary or prudent to accomplish the foregoing. Should Franchisee fail or refuse to do so, all Internet service providers, listing agencies, social media website operators, and the telephone company may accept such direction in this Agreement as conclusive evidence of the exclusive rights of OFFC in such e-mail addresses, domain names, directly listings, social media websites and accounts, and telephone numbers; and its authority to direct their transfer.

**d.** Immediately cease to operate the OXI FRESH Business and make no representation nor state that Franchisee is in any way approved, endorsed or licensed by OFFC or associated or identified with OFFC or the System in any manner.

**e.** Immediately take all steps necessary to amend or terminate any registration or filing of any d/b/a or business name or fictitious name or any other registration or filing containing the Marks, so as to delete the Marks and all references to anything associated with the System.

**f.** If Franchisee continues to operate or subsequently begins to operate any other business after termination or expiration of this Agreement, Franchisee shall not use any reproduction, counterfeit, copy or colorable imitation of the Marks, either in connection with such other business or in the promotion thereof, which is likely to cause confusion, mistake or deception, or which is likely to dilute OFFC's exclusive rights in and to the Marks, and Franchisee further agrees not to utilize any designation of origin or description or representation which falsely suggests or represents an association or connection with OFFC or a former association or connection with OFFC.

**g.** Unless OFFC exercises its right to assume and enter into the lease for the OXI FRESH Location as set forth in **Section 18.9** below, Franchisee shall immediately make such modifications for alterations to the premises of the OXI FRESH Location as may be necessary to distinguish the appearance of the premises from that of an OXI FRESH Business, and Franchisee shall make such specific additional changes to the premises as OFFC may request for that purpose. In the event Franchisee fails or refuses to comply with this requirement, OFFC shall have the right to enter upon the premises, without being guilty of trespassing or any other tort, for the purpose of making or causing to be made such changes as may be required, at the expense of Franchisee, which expense Franchisee agrees to pay upon demand.

**h.** Immediately shut down any website operated by Franchisee to promote the OXI FRESH Business and assign and transfer all web addresses used by Franchisee for the same purpose.

i. Comply with the provisions of this Agreement that survive termination or expiration of this Agreement, including in particular, the restrictive covenants in **Article 20**.

**18.6. OFFC's Right to Suspend Services on Franchisee's Default.**

If OFFC has provided Franchisee with a notice of any default pursuant to this **Article 18**, in addition to OFFC's other remedies, OFFC reserves the right, on behalf of itself and the OFFC Affiliates, to suspend any services to be provided by OFFC or any OFFC Affiliate or the sales of any products to Franchisee by OFFC or any OFFC Affiliate until such time as Franchisee cures the default. The services that may be suspended include but are not limited to any services related to advertising or promotion of Franchisee's OXI FRESH Business such as the listing of Franchisee's OXI FRESH Business on any website, and suspension of any telephone or Scheduling Center services. If OFFC determines in its discretion that the continued operation of the OXI FRESH Business while such default is pending may result in a risk to the health or safety of any party, OFFC may also cancel any jobs currently scheduled for Franchisee's OXI FRESH Business with the Scheduling Center. The suspension may continue until Franchisee has cured each default identified in the default notice from OFFC and Franchisee is deemed to be in good standing. Franchisee is not relieved of any obligation to pay any fees during the term of any suspension. The rights afforded to OFFC in this **Section 18.6** are in addition to any other rights of OFFC upon a default by Franchisee.

**18.7. Franchisee's Failure to Comply With Post-Termination Obligations.**

If, within 30 days after termination or expiration of this Agreement, Franchisee fails to:

a. Remove all displays of the Marks from Franchisee's OXI FRESH Business that are identified or associated with the System, OFFC may enter the Franchisee's OXI FRESH Location to effect removal, except if prohibited by law. In this event, OFFC will not be charged with trespass nor be accountable or required to pay for any displays or materials.

b. Take all steps necessary to amend or terminate any registration or filing of any business name or d/b/a or any other registration or filing containing the Marks. Franchisee irrevocably appoints OFFC, with full power of substitution, as Franchisee's true and lawful attorney-in-fact, which appointment is coupled with an interest, and in Franchisee's name, place and stead and on Franchisee's behalf, to take action as may be necessary to amend or terminate all registrations and filings if Franchisee fails to timely take such action.

**18.8. OFFC's Purchase of Business Assets.**

OFFC has the right, but not the obligation, to be exercised by notice of intent to do so sent in writing by OFFC within 30 days after termination or expiration of this Agreement, to purchase any or all of the assets of Franchisee's OXI FRESH Business; including inventory, equipment, supplies, signs, advertising materials and items bearing the Marks, at their fair market value (less the amount of any outstanding liens or encumbrances). If the parties cannot agree on a fair market value within a reasonable time, an independent appraiser shall be designated by OFFC, and the appraiser's determination shall be binding. No monetary amount shall be as attributable to any goodwill associated with Franchisee's use of the Marks or in connection with the operation of its OXI FRESH Business. If OFFC elects to exercise its option to purchase as herein provided, it will have the right to set off all amounts due OFFC or any companies affiliated with OFFC from Franchisee, and the cost of the appraisal, if any, against any payment thereof.

**18.9. OFFC's Option to Assume or Enter Into Lease.**

**a.** OFFC has the right, but not the obligation, to be exercised by notice of intent to do so sent in writing by OFFC within 30 days after termination or expiration of this Agreement, to assume Franchisee's lease with its lessor, if Franchisee has leased nonresidential space for its OXI FRESH Location.

**b.** If Franchisee is the owner of a nonresidential building wherein its OXI FRESH Location is located, OFFC shall have the opportunity, to be exercised by notice of intent to do so sent in writing by OFFC within 30 days after termination or expiration of this Agreement, of executing a lease agreement with Franchisee for a period of not more than 10 years, as OFFC shall select, and the premises shall be leased to OFFC at a rate not more than the fair market value for premises similar to that of the premises of the OXI FRESH Location at the time OFFC decides to exercise this option to lease.

**18.10. Effects of Termination or Expiration.**

Termination or expiration of this Agreement shall not affect, modify or discharge any claims, rights, causes of action or remedies which OFFC may have against Franchisee, whether such claims or rights arise before or after termination or expiration. All obligations of the parties hereto which expressly or by their nature survive the expiration or termination of this Agreement shall continue in full force and effect notwithstanding such expiration or termination.

**18.11. Outstanding Loan Obligations.**

In the event that this Agreement expires or is terminated for any reason whatsoever and OFFC is the lender under any loan agreement ("**Loan**") or the holder of any promissory note ("**Note**") or the holder of any personal property, security interest, chattel mortgage, debenture or mortgage of any nature whatsoever (the "**Security Interest**") from Franchisee concerning assets used at any time by Franchisee in its OXI FRESH Business or which are situated on the OXI FRESH Location, such Loan, Note or Security Interest shall, upon the effective date of termination or expiration, immediately become fully due and payable as to all principal and interest so loaned and secured.

**18.12. Terminology.**

For purposes of this Agreement, wherever the term "expiration" or "termination" is used, it is intended to refer to both situations, unless the context indicates otherwise. Any terms herein that apply upon expiration or termination shall also apply for a transferor upon a Transfer.

**18.13. Conflicting Laws.**

THE PARTIES ACKNOWLEDGE THAT IN THE EVENT THAT THE TERMS OF THIS AGREEMENT REGARDING TERMINATION OR EXPIRATION ARE INCONSISTENT WITH APPLICABLE FEDERAL, STATE, PROVINCIAL, OR OTHER LAW, SUCH LAW SHALL GOVERN FRANCHISEE'S RIGHTS REGARDING TERMINATION OR EXPIRATION OF THIS AGREEMENT.



#### **18.14. Remedies Cumulative.**

All rights and remedies conferred upon OFFC by this Agreement and by law shall be cumulative of each other, and neither the exercise nor the failure to exercise any right or remedy shall preclude the exercise of any other right or remedy.

### **19. BUSINESS RELATIONSHIP**

#### **19.1. Business Relationship.**

Franchisee acknowledges that it is an independent contractor and is not an agent, partner, joint venturer or employee of OFFC, and Franchisee agrees not to hold itself out as such. The parties agree that this Agreement does not establish a fiduciary relationship between them. Neither party is liable or responsible for the other's debts or obligations, nor shall either party be obligated for any damages to any person or property directly or indirectly arising out of the operation of the other party's business authorized by or conducted pursuant to this Agreement. It is further agreed that Franchisee has no authority to create or assume in OFFC's name or on behalf of OFFC, any obligation, express or implied, or to act or purport to act as agent or representative on behalf of OFFC for any purpose whatsoever. All employees hired by or working for Franchisee shall be the employees of Franchisee and shall not, for any purpose, be deemed employees of OFFC or subject to OFFC's control. Neither this Agreement nor the course of conduct between OFFC and Franchisee is intended, nor may anything in this Agreement (or the course of conduct) be construed, to state or imply that OFFC is the employer of Franchisee's Authorized Representatives, or vice versa. Each of the parties agrees to file its own tax, regulatory and payroll reports with respect to its respective employees and operations. Notwithstanding any other provisions in this Agreement, OFFC shall not be responsible for supervising the activities of Franchisee's OXI FRESH Business or ensuring that the OXI FRESH Business is operated in compliance with applicable laws.

#### **19.2. Third Party Obligations.**

OFFC will have no liability for Franchisee's obligations, or to pay or otherwise fulfill any of Franchisee's obligations to any third parties.

#### **19.3. Indemnification.**

Franchisee agrees to indemnify, defend, release and hold OFFC, its subsidiaries and affiliates (if any), and their respective shareholders, directors, officers, members, managers, partners, employees, agents, successors and assignees, as applicable, (the "**Indemnified Parties**") harmless against, and to reimburse them for all Claims, (as defined below), any and all third party obligations described above, and any and all claims, obligations and liabilities directly or indirectly arising out of the operation of the OXI FRESH Business or arising out of the use of the Marks and Licensed Methods in any manner not in accordance with this Agreement, including (without limitation) the use or operation of cleaning equipment, cleaning agents, and/or supplies, inadvertent damage to customers' personal property, theft or other crime by employees at customer premises, and violations of any laws including labor or employment laws. This indemnity includes any Claims arising from the acts or omissions of Franchisee's Authorized Representatives. For purposes of this Agreement, "**Claims**" include all obligations, actual and consequential damages and costs reasonably incurred in the defense of any claim against the Indemnified Parties, including, without limitation, reasonable accountants', attorneys' and expert witness fees, costs of investigation and proof of facts, court costs, other litigation expenses and travel and living expenses. OFFC will have the right to defend any such Claim against it. This indemnity will continue in full force and effect subsequent to and notwithstanding the expiration or termination of this Agreement.

## 20. RESTRICTIVE COVENANTS

### 20.1. Non-Competition During Term.

Franchisee acknowledges that, in addition to the license of the Marks hereunder, OFFC has also licensed commercially valuable information which comprises and is a part of the Licensed Methods and the System, including without limitation, operations, marketing, advertising and related information and materials, and that the value of this information derives not only from the time, effort and money which went into its compilation, but from the usage of the information and materials by all franchisees of OFFC using the Marks and Licensed Methods. Franchisee therefore agrees that other than the OXI FRESH Business licensed herein, neither Franchisee, the Operations Manager, nor any of Franchisee's shareholders, directors, officers, members, managers, partners, guarantors, employees, agents, successors and assignees, as applicable (collectively, the "**Franchisee Affiliates**"), nor any member of his or their immediate families, or any Authorized Representative, will during the term of this Agreement:

- a. have any direct or indirect controlling interest as a disclosed or beneficial owner in a "Competitive Business," as defined below;
- b. perform services as a director, officer, manager, employee, consultant, representative, agent or otherwise for a Competitive Business;
- c. divert or attempt to divert any business related to OFFC or another franchisee of OFFC authorized by OFFC to use the Marks and System, to any Competitive Business by direct inducement or otherwise; or
- d. divert or attempt to divert the employment of any employee or other representative of OFFC, or of another franchisee authorized by OFFC to use the Marks and System, to any employment, consultation or other position outside of OFFC or the OFFC franchise system, by any direct inducement or otherwise.

The term "**Competitive Business**" as used in this Agreement means any business operating, or granting franchises or licenses to others to operate, a business that is similar to an OXI FRESH Business, including a business that provides services related to the inspection and cleaning of commercial and/or residential carpets, rugs, upholstery, tile and grout, and hardwood flooring, and ancillary products. However, Franchisee will not be prohibited from owning securities in a Competitive Business if such securities are listed on a stock exchange or traded on the over-the-counter market and represent 2 percent or less of that class of securities issued and outstanding.

### 20.2. Post-Term Covenant Not to Compete.

Upon termination or expiration of this Agreement for any reason, or the Transfer of the rights under this Agreement, Franchisee and the Franchisee Affiliates agree that, for a period of two years commencing on the effective date of termination, expiration, or Transfer, or the date on which Franchisee ceases to conduct business, whichever is later, neither Franchisee and the Franchisee Affiliates nor any Authorized Representative will have any direct or indirect interest (through a member of any immediate family or otherwise) as a disclosed or beneficial owner, investor, partner, director, officer, employee, consultant, representative or agent or in any other capacity in any Competitive Business, or grant franchises or licenses to others to operate a Competitive Business, within a 20-mile radius of Franchisee's Protected Territory or any protected territory of any OXI FRESH Business owned by OFFC, any affiliate

of OFFC or any other franchisee of OFFC. Franchisee and the Franchisee Affiliates expressly acknowledge that they possess business and career skills and abilities of a general nature and have other opportunities for exploiting such skills. Consequently, enforcement of the covenants made in this Section will not deprive them of their personal goodwill or ability to earn a living. If a former Franchisee, former Franchisee Affiliate, or any former Authorized Representative, breaches this Section, the two-year period shall start on the date that such person is enjoined from competing or stops competing, whichever is later.

### **20.3. No Interference.**

a. During the term of this Agreement and for a period of two years following the expiration or termination of this Agreement for any reason, the Transfer of the rights under this Agreement, or the date on which Franchisee ceases to conduct business, whichever is later, neither Franchisee nor any of the Franchisee Affiliates shall interfere with the business of OFFC by interfering with or disrupting, or attempting to interfere with or disrupt, the relationship, contractual or otherwise, between OFFC and any of its existing or prospective franchisees, customers, suppliers, partners or joint venturers.

b. In the event Franchisee or any of the Franchisee Affiliates breaches the terms of this **Section 20.3**, Franchisee agrees to pay OFFC, as liquidated damages, and not as a penalty, an amount equal to the then current Initial Franchise Fee due for a Franchise, per occurrence.

### **20.4. No Diversion.**

a. Franchisee and the Franchisee Affiliates agree that, for a period of two years following the expiration or termination of this Agreement for any reason, the Transfer of the rights under this Agreement, or the date on which Franchisee ceases to conduct business, whichever is later, neither Franchisee nor the Franchisee Affiliates will directly or indirectly (through an immediate family member or otherwise) divert or attempt to divert any business related to OFFC or another franchisee authorized by OFFC to use the Marks and System, to any Competitive Business, by direct inducement or otherwise.

b. Franchisee and the Franchisee Affiliates agree that, for a period of two years following the expiration or termination of this Agreement for any reason, the Transfer of the rights under this Agreement, or the date on which Franchisee ceases to conduct business, whichever is later, neither Franchisee nor the Franchisee Affiliates will directly or indirectly (through an immediate family member or otherwise) divert or attempt to divert the employment of any employee or other representative of OFFC or of another franchisee authorized by OFFC to use the Marks and System, to any employment, consultation or other position outside of OFFC or the OFFC franchise system, by direct inducement or otherwise.

### **20.5. Additional Prohibited Activities.**

Franchisee acknowledges that OFFC is operated in close conjunction with its affiliate Fresh Sweeps Franchising Co., Inc. (“**Fresh Sweeps**”), which offers and sells franchises for the operation of businesses specializing in cleaning of residential and commercial chimneys, dryer vents, and air ducts, and light maintenance and repair of all types of chimneys, fireplaces and other room heater appliances such as wood stoves, pellet stoves, and gas stoves, and sales of approved inventory, supplies, materials, equipment and other products. In particular, the businesses under the two franchise systems operate utilizing very similar licensed methods, including marketing techniques, and the same Scheduling Center. As a result, Franchisee acknowledges that by becoming an OXI FRESH Business franchisee, Franchisee will receive commercially valuable information which comprises and is a part of the licensed methods and system for Fresh Sweeps businesses. Franchisee therefore agrees that during the term of this

Agreement and for a period of two years following the expiration or termination of this Agreement for any reason, the Transfer of the rights under this Agreement, or the date on which Franchisee ceases to conduct business, whichever is later, neither Franchisee and the Franchisee Affiliates nor any Authorized Representative will have any direct or indirect interest (through a member of any immediate family or otherwise) as a disclosed or beneficial owner, investor, partner, director, officer, employee, consultant, representative or agent or in any other capacity in any Fresh Sweeps Competitive Business (as defined below), or grant franchises or licenses to others to operate a Fresh Sweeps Competitive Business, within a 20-mile radius of Franchisee's Protected Territory or any territory of any Fresh Sweeps business owned by Fresh Sweeps, any affiliate of Fresh Sweeps or any franchisee of Fresh Sweeps. Franchisee and the Franchisee Affiliates expressly acknowledge that they possess business and career skills and abilities of a general nature and have other opportunities for exploiting such skills. Consequently, enforcement of the covenants made in this Section will not deprive them of their personal goodwill or ability to earn a living. If a former Franchisee, former Franchisee Affiliate, or any former Authorized Representative, breaches this Section, the two-year period shall start on the date that such person is enjoined from competing or stops competing, whichever is later. For purposes of this **Section 20.5**, the term "**Fresh Sweeps Competitive Business**" means any business operating, or granting franchises or licenses to others to operate, a business that is similar to a Fresh Sweeps business, including a business that provides cleaning of residential or commercial chimneys, dryer vents, or air ducts, or performs light maintenance and repair of chimneys, fireplaces and room heater appliances such as wood stoves, pellet stoves, and gas stoves, or related services. However, Franchisee will not be prohibited from owning securities in a Fresh Sweeps Competitive Business if such securities are listed on a stock exchange or traded on the over-the-counter market and represent 2 percent or less of that class of securities issued and outstanding.

#### **20.6. Confidentiality of Proprietary Information.**

Franchisee and the Franchisee Affiliates will treat all information it receives that comprises or is a part of the Licensed Methods or the System as proprietary and confidential, and will not use or duplicate such information in an unauthorized manner or disclose the information to any unauthorized person, including in any business that may be competitive with OFFC, without first obtaining OFFC's written consent. Franchisee and the Franchisee Affiliates acknowledge that the Marks, the System and the Licensed Methods have valuable goodwill attached to them, that the protection and maintenance thereof is essential to OFFC and that any unauthorized use or disclosure of the Marks and Licensed Methods will result in irreparable harm to OFFC.

#### **20.7. Confidentiality Agreements and Acknowledgements.**

OFFC reserves the right to require that Franchisee cause each of its Franchisee Affiliates, any member of their immediate families, and any Authorized Representatives, to execute a Nondisclosure and Noncompetition Agreement in a form approved by OFFC containing the restrictive covenants of this Agreement. If OFFC requires any immediate family member to execute a Nondisclosure and Noncompetition Agreement subsequent to the execution of this Agreement by Franchisee, Franchisee must use its best efforts to cause that immediate family member to execute the Nondisclosure and Noncompetition Agreement. Franchisee will provide to OFFC a copy of each Nondisclosure and Noncompetition Agreement signed by any such individual immediately following its execution and thereafter upon OFFC's request.

#### **20.8 Claims Are Not Defenses to Covenants.**

Franchisee expressly agrees that the existence of any claim it may have against OFFC, whether or not arising from this Agreement, shall not constitute a defense to the enforcement by OFFC of the

covenants of this **Article 20**. Franchisee further agrees that OFFC shall be entitled to set off from any amount owed by OFFC to Franchisee any loss or damage to OFFC resulting from Franchisee's breach of this **Article 20**.

## **21. INSURANCE**

### **21.1. Insurance Coverage.**

Franchisee shall procure, prior to providing its first cleaning service to a customer through its OXI FRESH Business, and shall maintain in full force and effect during the term of this Agreement, at Franchisee's expense, an insurance policy or policies protecting Franchisee, OFFC, and the officers, directors, partners, agents, and employees of both OFFC and Franchisee, against any loss, liability, personal injury, death, property damage, or expense whatsoever arising from or occurring upon or in connection with operating its OXI FRESH Business. Franchisee shall, upon commencement of the term of this Agreement, purchase and at all times maintain in full force and effect all of the following coverages with the limits set forth in the Operations Manual:

- a.** Workers Compensation Insurance in amounts prescribed by law.
- b.** Comprehensive general liability insurance including, but not limited to, product liability coverage and personal injury coverage.
- c.** Errors and omissions insurance.
- d.** Property damage liability insurance covering at a minimum the perils of fire and extended coverage and vandalism
- e.** Motor vehicle coverage.
- f.** Such additional insurance as may be required by the terms of any lease or mortgage for Franchisee's OXI FRESH Location, or by the statutes or other laws of the country, state, province, and/or local governmental entities in which Franchisee's OXI FRESH Business is located and operated.

The liability insurance afforded by the policy or policies shall not be limited in any way by reason of any insurance that may be maintained by OFFC; nor shall Franchisee's performance of this obligation relieve it of liability that under the indemnity provisions set forth in this Agreement. OFFC reserves the right to increase or decrease the amounts of insurance Franchisee must purchase by providing Franchisee with 30 days advance written notice of any changes in coverage amounts. All policies of insurance required under this Section will be with the insurance company(ies) designated by OFFC (or, if OFFC does not designate any particular company, with companies qualified to do business and in good standing in the jurisdiction where Franchisee's OXI FRESH Business is located and that are approved by OFFC). All insurance policies shall be in a form satisfactory to OFFC. All liability insurance policies shall name OFFC as an additional insured to the extent of claims arising out of the operations of Franchisee's OXI FRESH Business.

### **21.2. Proof of Insurance.**

Prior to opening for business, Franchisee shall furnish to OFFC certificates issued by each of Franchisee's insurers indicating that all premiums due have been paid, that all required insurance is in full force and effect, and that the insurance will not be terminated or changed without at least 30 days' prior

written notice from the insurer to OFFC. New certificates evidencing renewal of insurance shall be furnished at least 30 days' prior to the date of expiration of each policy. Within five business days of any request by OFFC, Franchisee shall deliver a copy of all insurance policies to OFFC for examination.

### **21.3. Failure to Maintain Insurance.**

If Franchisee fails to obtain or maintain adequate insurance, in addition to any other remedies available to OFFC under this Agreement, OFFC may obtain insurance for and in Franchisee's name. Within five days of any written request by OFFC, Franchisee shall pay all costs of obtaining adequate insurance, which costs shall include a reasonable fee for OFFC's expenses in obtaining the insurance.

## **22. ARBITRATION**

### **22.1. Arbitration.**

All controversies, disputes, claims, causes of action and/or alleged breaches or failures to perform between OFFC, its subsidiaries and affiliated companies or their shareholders, officers, directors, members, managers, partners, agents, employees and attorneys (in their representative capacity) (collectively, the "**OFFC Affiliates**") and Franchisee and the Franchisee Affiliates (as defined in **Section 20.1** above) arising out of or related to: (1) this Agreement; (2) the relationship of the parties; (3) the validity of this Agreement; or (4) any Licensed Methods, will be submitted for binding arbitration to either the Judicial Arbitrator Group ("**JAG**") or the American Arbitration Association ("**AAA**"), as selected by the party submitting the demand; except for actions brought which are related to or based on the Marks or the copyrights of OFFC or to enforce the provisions of **Article 20** of this Agreement, which actions OFFC, at its option, may bring either in a court of competent jurisdiction or in arbitration. Notwithstanding the language above, if the action is based on a separate agreement or instrument between Franchisee or the Franchisee Affiliates and OFFC or the OFFC Affiliates (such as a promissory note or lease), the dispute resolution procedure in that agreement or instrument will control, rather than this Section; provided, that, at OFFC's sole option, any claim of OFFC or any OFFC Affiliate against Franchisee or any Franchisee Affiliate based on such other agreement or instrument may be brought in arbitration in conjunction with a dispute between the parties that is subject to arbitration under this Section, regardless of any provisions to the contrary contained in that other agreement or instrument. Arbitration proceedings will be conducted in Denver, Colorado, U.S.A. and will be heard by one arbitrator in accordance with the then current rules of AAA that apply to commercial arbitration. The decision as to whether a claim is subject to mandatory arbitration shall be made by an arbitrator, not a court, except that the decision whether the arbitration may proceed as a class action shall be made by a court. The arbitrator shall be a resident of the State of Colorado, U.S.A. knowledgeable of Colorado law and fluent in English. The arbitration proceeding and all other hearings shall be conducted in English only, although Franchisee shall have the right, at Franchisee's option and sole expense, to have a translator present at the proceeding or other hearings. The expense of a translator shall not be considered a cost or expense related to an action pursuant to **Section 23.11.b** of this Agreement. The parties further agree that, in connection with any arbitration proceeding, each will file any compulsory counterclaim (as defined by Rule 13 of the United States Federal Rules of Civil Procedure) within 30 days after the date of the filing of the claim to which it relates. Any party to an arbitration proceeding may apply to the arbitrator for reasonable discovery from the other. In this Agreement, "reasonable discovery" means a party may submit no more than ten interrogatories, including subparts, 25 requests for admission, 25 document requests, and 3 depositions per side of the dispute. The foregoing discovery rights and limitations shall control over any contradictory discovery rules of AAA, unless the parties agree otherwise.

## **22.2. Arbitration Award.**

Subject to **Sections 22.6** and **22.7** below, the arbitrator will have the right to award or include in the award any relief available and appropriate under the applicable law (as set forth in **Section 22.5**) and this Agreement. Any award shall be based on established law and shall not be made on broad principles of justice and equity. The award and decision of the arbitrator will be conclusive and binding upon all parties, and judgment upon the award may be entered in any court of competent jurisdiction. This provision will continue in full force and effect subsequent to and notwithstanding the expiration or termination of this Agreement.

## **22.3. Limitations on Proceedings.**

**a.** OFFC and Franchisee agree that arbitration will be conducted on an individual basis only. Neither party shall commence any arbitration with a third party against the other, or join with any third party in any arbitration involving OFFC and Franchisee. Further, neither OFFC nor Franchisee shall attempt to consolidate or otherwise combine in any manner an arbitration proceeding involving OFFC and Franchisee with another arbitration of any kind, nor shall OFFC or Franchisee attempt to certify a class or participate as a party in a class action against the other.

**b.** The foregoing notwithstanding, in the event Franchisee controls, is controlled by, or is in active concert with another franchisee of OFFC, or there is a guarantor of some or all of the Franchisee's obligations to OFFC, then the joinder of those parties to any arbitration between OFFC and Franchisee shall be permitted, and in all events, the joinder of an owner, director, officer, manager, partner or other representative or agent of Franchisee shall be permitted.

**c.** Franchisee agrees that no claims may be brought on its behalf or on behalf of any of the Franchisee Affiliates by any third party, including but not limited to any association representing Franchisee.

## **22.4. Injunctive Relief.**

Notwithstanding anything to the contrary contained in this Agreement, OFFC and Franchisee will each have the right in a proper case to obtain temporary or preliminary injunctive relief from a court of competent jurisdiction. Each party agrees that the other may have such temporary or preliminary injunctive relief, without bond, but upon due notice, and with the sole remedy in the event of the entry of such injunctive relief being the dissolution of such injunctive relief, if warranted, upon hearing duly held (all claims for damages by reason of the wrongful issuance of such injunction being expressly waived by each party). Any such action will be brought as provided below.

## **22.5. Governing Law/Consent to Jurisdiction/Waiver of Jury Trial.**

The United States Federal Arbitration Act shall govern all questions about the enforceability of the dispute resolution procedures in this Agreement and the confirmation of any arbitration awards pursuant to such procedures, and no arbitration issues are to be resolved pursuant to any other statutes, regulations or common law. Otherwise, except to the extent governed by the United States Trademark Act of 1946 (Lanham Act, 15 U.S.C. Sections 1051 *et seq.*) or applicable international trademark law, this Agreement shall be interpreted under the laws of the State of Colorado, U.S.A. and any dispute between the parties shall be governed by and determined in accordance with the internal substantive laws (and not the laws of conflict) of the State of Colorado, U.S.A., which laws shall prevail in the event of any conflict of law. Notwithstanding the foregoing, the parties agree that the Colorado Consumer Protection Act

(COLO. REV. STAT. ANN. Section 6-1-101, et seq.) shall not apply to this Agreement or any disputes between the parties. Franchisee and OFFC have negotiated regarding a forum in which to resolve any disputes that may arise between them and have agreed to select a forum in order to promote stability in their relationship. Therefore, if a claim is asserted in any legal proceeding not subject to mandatory arbitration, as specified in **Section 22.1** above, involving Franchisee and/or the Franchisee Affiliates and OFFC and/or the OFFC Affiliates, the parties agree that the exclusive venue for disputes between them shall be in the state and federal courts of Colorado, U.S.A., and each waive any objection either may have to the personal jurisdiction of or venue in the state and federal courts of Colorado, U.S.A. Notwithstanding the foregoing, any legal proceeding by OFFC or any OFFC Affiliate not subject to mandatory arbitration may be brought in any court of competent jurisdiction in the country, state, province, or other geographic area in which the OXI FRESH Business is located or in which Franchisee or any Franchisee Affiliate resides or owns assets. IF A CLAIM MAY BE BROUGHT IN COURT, THEN OFFC, THE OFFC AFFILIATES, FRANCHISEE, AND THE FRANCHISEE AFFILIATES EACH WAIVE THEIR RIGHTS TO A TRIAL BY JURY.

#### **22.6. No Punitive or Consequential Damages.**

Except as specifically permitted elsewhere in this Agreement or as may be required by statute, neither OFFC or any of the OFFC Affiliates, on the one side, nor Franchisee or any of the Franchisee Affiliates, on the other side, shall be liable to the other for punitive or other damages not measured by the other party's actual damages, except as may be required by statute, in any action between the parties, whether of the type subject to mandatory arbitration under **Section 22.1** or otherwise, and whether such action is brought in arbitration, litigation, or any other legal proceeding.

#### **22.7. No Recourse Against Others.**

Franchisee agrees that its sole recourse for claims (whether in contract or in tort, in law or in equity, or granted by statute) arising between the parties shall be against OFFC or its successors and assigns. Franchisee agrees that the shareholders, directors, officers, employees, managers, members, and agents of OFFC and its affiliates (the "**Nonparty Affiliates**") shall not be personally liable nor named as a party in any action between OFFC and Franchisee. To the maximum extent permitted by law, Franchisee waives any such claims against such Nonparty Affiliates.

### **23. MISCELLANEOUS PROVISIONS**

#### **23.1. Modification.**

**a.** This Agreement may only be modified upon execution of a written agreement between OFFC and Franchisee or, at OFFC's option, upon notice of the approval of a Super-Majority as defined in **Section 23.1.b** below.

**b.** This Agreement may be modified by OFFC at its option whenever OFFC and a Super-Majority, as hereinafter defined, of franchisees of OFFC agree to any such modification. A "**Super-Majority**" of OFFC franchisees shall consist of the owners of at least 75 percent of all OXI FRESH Businesses, or, if only a portion of OXI FRESH Businesses are affected by the modification, at least 75 percent of those OXI FRESH Businesses affected by the modification. Whenever a modification is approved by a Super-Majority OFFC may elect to treat the modification as effective to all franchisees or the applicable group thereof, including Franchisee, to the same extent and in the same manner as if the modification was unanimously approved by them, and regardless of whether Franchisee may or may not desire to be bound by the modification. OFFC shall provide Franchisee with notice of any modification



to this Agreement based on a Super-Majority approval at least 30 days' prior to the date such modification is to be effective. By signing this Agreement, Franchisee appoints the officers of OFFC as its attorneys in fact with irrevocable power and authority to execute any such modification so approved.

c. Franchisee acknowledges that OFFC may modify its standards and specifications and operating, marketing, and other policies and procedures set forth in the Operations Manual unilaterally under any conditions and to the extent in which OFFC, in its sole discretion, deems necessary, and Franchisee shall be bound by such modifications. These modifications may include regional and local variations. Franchisee may be obligated to invest additional capital in Franchisee's OXI FRESH Business and incur higher operating costs based on these periodic modifications.

### **23.2. Entire Agreement.**

This Agreement (which includes the Addendum and Exhibits) contains the entire agreement between the parties and supersedes any and all prior agreements concerning the subject matter hereof. OFFC does not authorize and will not be bound by any representation of any nature other than those expressed in this Agreement. Franchisee acknowledges and agrees that no representations have been made to it by OFFC regarding projected sales volumes, market potential, revenues or profits of Franchisee's OXI FRESH Business, or operational assistance other than as stated in this Agreement or in any franchise disclosure document or advertising or promotional materials provided by OFFC in connection herewith. Additionally, Franchisee hereby acknowledges and agrees that, in entering into this Agreement, it is not relying on the existence or non-existence of any particular fact or matter not set forth in this Agreement or in the franchise disclosure document provided to Franchisee. Franchisee agrees and understands that OFFC will not be liable or obligated for any oral representations or commitments made prior to the execution hereof, for claims of negligent or fraudulent misrepresentation based on any such oral representations or commitments, or for claims of negligent or fraudulent omissions or nondisclosure of facts or information. Nothing in this Agreement or in any related agreement is intended to disclaim any representations made by OFFC in the franchise disclosure document provided to Franchisee.

### **23.3. Varying Standards.**

OFFC has the right, at its sole determination, to vary the Franchise Agreement and/or standards for any Franchise based upon the peculiarities of a particular site or circumstance, density of population, business potential, population or trade area, existing business practices, or any other condition that OFFC deems to be of importance or otherwise desirable. Franchisee shall not have any right to complain about a variation in the Franchise Agreement, or from standard specifications and practices, granted to any other franchisee. Franchisee shall not be entitled to require OFFC to grant to Franchisee a like or similar variation.

### **23.4. Authority.**

If Franchisee is a business entity, the individual(s) executing this Agreement on behalf of the business entity represent and warrant to OFFC, both individually and in his/her/their capacity(ies) as a director, officer, limited liability manager or member, or partner (as applicable), that he/she/they have the proper authority to enter into this Agreement on behalf of the business entity.

### **23.5. Delegation by OFFC.**

From time to time, OFFC will have the right to delegate the performance of any portion or all of its obligations and duties under this Agreement to third parties, whether they are employees of OFFC or

independent contractors that OFFC has contracted with to provide such services. Franchisee agrees in advance to any such delegation by OFFC of any portion or all of its obligations and duties hereunder.

**23.6. Consent; Business Judgment.**

Wherever OFFC's consent or approval is required in this Agreement, unless the provision specifically indicates otherwise, OFFC has the right to withhold its approval at its option, in its business judgment, taking into consideration its assessment of the long-term interests of the System overall. OFFC may withhold any and all consents or approvals required by this Agreement if Franchisee is in default or breach of this Agreement. OFFC's approvals and consents will not be effective unless given in writing and signed by one of its duly authorized representatives. In no event may Franchisee make any claim for money damages based on any claim that OFFC has unreasonably withheld or delayed any consent or approval to a proposed act by Franchisee under the terms of this Agreement. Franchisee's sole remedy for the claim will be an action or proceeding to enforce the provisions of this Agreement by specific performance or by declaratory judgment.

**23.7. General Economic Conditions.**

Neither a general economic downturn or conditions nor Franchisee's financial inability to perform the terms of this Agreement will be a defense to an action by OFFC for Franchisee's breach of this Agreement.

**23.8. Effective Date.**

This Agreement will not be effective until accepted by OFFC as evidenced by dating and signing by an authorized officer of OFFC.

**23.9. Limitation on Actions.**

Notwithstanding anything contained in this Agreement to the contrary, any and all claims and actions arising out of or relating to this Agreement, the relationship between Franchisee and OFFC, or Franchisee's operation of the OXI FRESH Business shall be commenced within one year from the occurrence of the facts giving rise to the claim or action.

**23.10. Review of Agreement.**

Franchisee acknowledges that it had a copy of this Agreement in its possession for a period of time not less than that required by applicable law and has been given sufficient time to seek, and to submit this Agreement for, professional review and advice of Franchisee's choosing prior to freely executing this Agreement.

**23.11. Attorneys' Fees.**

**a.** Subject to **Section 23.11.b** below, Franchisee shall reimburse OFFC for its costs and expenses, including, without limitation, attorneys' fees, which OFFC incurs in pursuit of its rights following a breach or event of default of or by Franchisee whether or not the pursuit of rights involves litigation or arbitration.

**b.** The prevailing party in any litigation or arbitration action arising out of, or related to, this Agreement (including an action to compel arbitration) is entitled to recover all of its reasonable costs and

expenses related to the action, including reasonable accounting, expert witness, attorneys' and arbitrator's fees, and costs of collecting monies owed, in addition to all other amounts and damages awarded. If both parties are awarded a judgment in any dollar amount, the court or arbitrator, as applicable, shall determine the prevailing party taking into consideration the merits of the claims asserted by each party, the amount of the judgment received by each party, and the relative equities between the parties.

**23.12. No Waiver.**

No waiver of any condition or covenant contained in this Agreement or failure to exercise a right or remedy by OFFC or Franchisee will be considered to imply or constitute a further waiver by OFFC or Franchisee of the same or any other condition, covenant, right, or remedy.

**23.13. No Right to Set Off.**

Franchisee will not be allowed to set off amounts owed to OFFC for Royalty Fees, Job Fees, Advertising and Technology Fees, or other amounts due hereunder, against any monies owed to Franchisee, which right of set off is expressly waived by Franchisee. No endorsement or statement on any check or payment of any sum less than the full sum due to OFFC shall be construed as an acknowledgment of payment in full or an accord and satisfaction, and OFFC may accept and cash such check or payment without prejudice to its right to recover the balance due or pursue any other remedy provided herein or by law. OFFC may apply any payments made by Franchisee against any past due indebtedness of Franchisee as OFFC may see fit. OFFC may set off against any payment due to Franchisee hereunder any outstanding debts of Franchisee to OFFC, and may, at OFFC's option, pay Franchisee's trade creditors out of any sum otherwise due to Franchisee.

**23.14. Survival of Terms.**

Every article and section of this Agreement that by its terms is intended to survive expiration and/or termination of this Agreement shall survive the expiration or termination of this Agreement for any reason.

**23.15. Invalidity; Authority to Reform.**

In the event that any arbitrator or court of competent jurisdiction determines that any provision of this Agreement, including but not limited to any of the restrictive covenants contained in **Article 20** hereof, are unenforceable as written for any reason, including for purposes of the restrictive covenants, reasons that the areas of restriction exceed the reasonable maximum time period, geographic area or scope, then the parties hereby request and authorize the arbitrator or court to "blue pencil" such provision so as to make it enforceable and to best carry out the intent of the parties, or to deem such provision severed from this Agreement if it cannot be so modified. The holding, declaration or pronouncement shall not adversely affect any other provisions of this Agreement, which shall otherwise remain in full force and effect.

**23.16. Notices.**

**a.** All notices required to be given under this Agreement will be given in writing, by personal delivery, certified mail, return receipt requested, e-mail or an overnight delivery service providing documentation of receipt, at the address set forth below the signatures of OFFC and Franchisee respectively on the signature page hereto or at such other addresses as OFFC or Franchisee may designate from time to time. Notice will be effectively given when personally delivered or delivered by e-mail to

the proper e-mail address. If the Protected Territory is in the United States, notice will be effectively given three days after being deposited in the United States mail, with proper address and postage prepaid, or one day after being deposited with the overnight delivery service, as may be applicable. If the Protected Territory is outside of the United States, notice will be effectively given seven days after being deposited in the United States mail, with proper address and postage prepaid, or three days after being deposited with the overnight delivery service, as may be applicable.

**b.** Franchisee shall provide OFFC with a current business and/or residential address (in accordance with the preceding paragraph), other than the address of the OXI FRESH Location (unless the OXI FRESH Location is in Franchisee's residence). Franchisee must provide OFFC with updated information whenever changes occur, so that OFFC always has a current address for Franchisee.

### **23.17. Force Majeure.**

OFFC will not be liable to Franchisee, nor will OFFC be deemed to be in breach of this Agreement, if it exercises best efforts to perform its obligations as may be due to Franchisee hereunder, and its failure to perform its obligations results from: (1) transportation shortages, inadequate supply of labor, material or energy, or voluntarily foregoing the right to acquire or use any of the foregoing in order to accommodate or comply with the orders, requests, regulations, recommendations or instruments of any federal, state, provincial, or municipal government or any department or agency thereof; (2) compliance with any law, ruling, order, regulation, requirement or instruction of any federal, state, provincial, or municipal government or any department or agency thereof; (3) viral or bacterial epidemic, pandemic, or other public health crisis; (4) acts of God; or (5) fires, strikes, terrorism, embargoes, war or riot. Any delay resulting from any of these causes will extend performance by OFFC accordingly or excuse performance by OFFC in whole or in part, as may be necessary.

### **23.18. Estoppel Certificates.**

Franchisee agrees at any time and from time to time within 10 days after notice from OFFC, to execute, acknowledge and deliver to OFFC a statement in writing, form and substance acceptable to OFFC, verifying that this Agreement is unmodified and in full force and effect (or if there have been modifications, that the Agreement is in full force and effect as modified and stating the modifications), and whether or not there exists any default in the performance of any term, condition or covenant of this Agreement and, if so, specifying each such default, and such other matters related to this Agreement as OFFC shall request, it being intended that any such statement delivered pursuant hereto may be relied upon by OFFC and by any lenders of OFFC, or any prospective purchasers of all or any part of OFFC's business.

### **23.19. Binding Effect.**

This Agreement is binding upon the parties hereto and their respective permitted assigns and successors in interest.

### **23.20. Cross-Default and Cross Termination Provisions.**

**a.** A default by Franchisee under this Agreement will be deemed a default of all agreements between Franchisee and/or any company(ies) affiliated with Franchisee, on the one hand, and OFFC and/or any company(ies) affiliated with OFFC, on the other hand (the "**Other Agreements**"). A default by Franchisee and/or any company(ies) affiliated with Franchisee under any of the Other Agreements will

be deemed a default under this Agreement. A default by any guarantor(s) of this Agreement or of any of the Other Agreements will be deemed a default of this Agreement.

b. If this Agreement is terminated as a result of a default by Franchisee, OFFC may, at its option, elect to terminate any or all of the Other Agreements. If any of the Other Agreements is terminated as a result of a default by Franchisee and/or any company(ies) affiliated with Franchisee, OFFC may, at its option, elect to terminate this Agreement. It is agreed that an incurable or uncured default under this Agreement or any of the Other Agreements will be grounds for termination of this Agreement and/or any and all of the Other Agreements without additional notice or opportunity to cure.

### **23.21. Charges and Taxes.**

All provisions in this Agreement stating that Franchisee will pay or be responsible for any costs, charges, or taxes includes all customs or duty charges, foreign currency purchase levies, import and export fees and levies, and other similar costs, charges and taxes.

### **23.22. Translations.**

If Franchisee is required to translate any advertising materials or any other materials related to the OXI FRESH Business to use them in the Protected Territory, it will do so in accordance with the terms of OFFC's current form of translation agreement. OFFC shall have the right to copyright the translated or adapted materials in any other country or territory, and shall own the United States and all foreign copyrights of all translations, adaptations and/or derivative versions of the materials and shall have the right to market the materials, including the translated or adapted versions of the materials in any manner OFFC might choose in all countries of the world.

### **23.23. Approval Within Protected Territory.**

Any approval of this Agreement by the appropriate authorities in the Protected Territory that is required to enable Franchisee to enter into this Agreement, perform under the terms of this Agreement, do business with OFFC, or make payments to OFFC in United States Dollars in the United States of America will be the sole responsibility and at the sole expense of Franchisee.

### **23.24. Manner of Payment.**

All references in the Agreement to the term "Dollars" or the symbol "\$" refers to United States Dollars, and all payments made to OFFC, unless otherwise noted, must be paid in United States Dollars net of any taxes or withholdings. The exchange rate for calculating payments due will be the exchange rate published in The Wall Street Journal the day the payment is due. If, for any reason whatsoever, a payment that is due to OFFC under this Agreement is not paid on the date that such payment is due, the exchange rate to be used shall be either the exchange rate published on the due date or the exchange rate published on the date that the payment is actually made, whichever results in a greater amount to OFFC. If The Wall Street Journal is not published on the date of conversion, the applicable exchange rate will be that rate published in The Wall Street Journal on the nearest date of publication prior to the date of conversion or by a successor or equivalent publication to be designated by OFFC in the event The Wall Street Journal ceases to be published or ceases to publish the applicable exchange rates. OFFC may designate and change payment instructions at any time on prior written notice to Franchisee. Franchisee shall be solely responsible for the payment of any costs and charges incurred in connection with the transfer and exchange of currency over and above any fees due or paid.

**23.25. Translation of Agreement.**

The English language will be regarded as the authoritative and official text of this Agreement; however, this Agreement may be translated into the language in dominant use in the Protected Territory, at Franchisee's expense, in the event that translation is necessary for any reason, including for the purpose of registration of this Agreement with the applicable governmental authority. Nevertheless, in the event that any discrepancies exist between the English text and the translated text, the English text will be considered the official text of this Agreement.

**23.26. Incorporation of Riders.**

To the extent that any of the Riders to Franchise Agreement for Specific Countries, States, and Provinces attached as Exhibit VI is applicable, such rider is incorporated herein and this Agreement is modified accordingly. The provisions in any applicable rider are included as a condition to registration or use in certain jurisdictions, and OFFC is not precluded from contesting the validity, enforceability, or applicability of such provisions in any action relating to this Agreement or its rescission or termination.

**23.27. Counterparts; Electronic Signatures.**

This Agreement and any riders and addenda hereto may be executed in any number of identical counterparts and via electronic signatures, and each such counterpart shall be deemed a duplicate original hereof.

**23.28. Acknowledgement.**

BEFORE SIGNING THIS AGREEMENT, FRANCHISEE SHOULD READ IT CAREFULLY AND DISCUSS ITS PROVISIONS WITH ITS LEGAL COUNSEL. FRANCHISEE ACKNOWLEDGES ALL OF THE FOLLOWING:

A. FRANCHISEE OR ITS OPERATIONS MANAGER HAS BEEN AFFORDED THE OPPORTUNITY TO ASK QUESTIONS AND REVIEW MATERIALS OF OFFC THAT FRANCHISEE OR ITS OPERATIONS MANAGER DEEMS RELEVANT IN ORDER TO MAKE A DECISION TO ENTER INTO THIS AGREEMENT AND ACQUIRE A FRANCHISE HEREUNDER.

B. FRANCHISEE OR ITS OPERATIONS MANAGER HAS SUCH KNOWLEDGE AND EXPERIENCE IN FINANCIAL, TAX AND BUSINESS MATTERS AND HAS PRIOR EXPERIENCE SO AS TO ENABLE FRANCHISEE OR ITS OPERATIONS MANAGER TO UTILIZE THE INFORMATION MADE AVAILABLE TO FRANCHISEE AND FULLY UNDERSTAND SUCH INFORMATION.

C. THE SUCCESS OF THE BUSINESS VENTURE CONTEMPLATED HEREIN INVOLVES SUBSTANTIAL RISKS AND DEPENDS UPON FRANCHISEE'S ABILITY AS AN INDEPENDENT BUSINESS PERSON AND ITS ACTIVE PARTICIPATION IN THE DAILY AFFAIRS OF THE BUSINESS.

D. NO ASSURANCE OR WARRANTY, EXPRESS OR IMPLIED, HAS BEEN GIVEN TO FRANCHISEE OR ITS OPERATIONS MANAGER AS TO THE POTENTIAL SUCCESS OF SUCH BUSINESS VENTURE OR THE EARNINGS LIKELY TO BE ACHIEVED.

E. NO STATEMENT, REPRESENTATION OR OTHER ACT, EVENT OR COMMUNICATION, EXCEPT AS SET FORTH IN THIS DOCUMENT AND IN ANY DISCLOSURE DOCUMENT SUPPLIED TO FRANCHISEE, IS BINDING ON OFFC IN CONNECTION WITH THE SUBJECT MATTER OF THIS AGREEMENT, AND, IN ENTERING INTO THIS AGREEMENT, FRANCHISEE IS NOT RELYING ON THE EXISTENCE OR NON-EXISTENCE OF ANY FACT OR MATTER NOT SET FORTH IN THIS AGREEMENT OR IN A DISCLOSURE DOCUMENT SUPPLIED TO FRANCHISEE.

F. NEITHER FRANCHISEE, NOR ANY FRANCHISEE AFFILIATE, IS SUBJECT TO UNITED STATES EXECUTIVE ORDER 13224 OR THE PATRIOT ACT. IF FRANCHISEE OR ANY FRANCHISEE AFFILIATE BECOMES SUBJECT TO UNITED STATES EXECUTIVE ORDER 13224 OR THE PATRIOT ACT, FRANCHISEE OR THAT FRANCHISEE AFFILIATE SHALL NOTIFY OFFC IMMEDIATELY THEREOF.

*[SIGNATURES APPEAR ON THE FOLLOWING PAGE]*

The parties have executed this Agreement to be made effective as of the \_\_\_ day of \_\_\_\_\_, 202\_\_.

**OFFC:**  
**OXI FRESH FRANCHISING CO., INC.,**  
a Colorado corporation

**FRANCHISEE:**  
IF AN INDIVIDUAL:

By: \_\_\_\_\_  
Date: \_\_\_\_\_

\_\_\_\_\_  
Franchisee, Individually

Address for Notice:

Print Name: \_\_\_\_\_

143 Union Boulevard, Suite 825  
Lakewood, Colorado, U.S.A. 80228  
Fax No: 303-716-2955  
E-mail Address: info@oxifresh.com

IF A PARTNERSHIP, CORPORATION  
OR OTHER ENTITY:

\_\_\_\_\_

By: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

Address for Notice: \_\_\_\_\_

\_\_\_\_\_

Fax No: \_\_\_ - \_\_\_ - \_\_\_\_

E-mail Address: \_\_\_\_\_



**EXHIBIT I  
TO FRANCHISE AGREEMENT**

**ADDENDUM TO FRANCHISE AGREEMENT**

This Addendum to the Franchise Agreement (the “**Addendum**”), dated as of the date set forth below, modifies and amends that certain Franchise Agreement (the “**Agreement**”), by and between Oxi Fresh Franchising Co., Inc., hereinafter “**OFFC**” and the undersigned franchisee, hereinafter “**Franchisee.**” This Addendum modifies the terms of the Agreement and in the event of a conflict in terms between the Agreement and this Addendum, the terms of this Addendum shall be controlling.

The parties agree as follows:

1. Number of Franchises. The number of Franchises granted, referenced in **Section 2.1** of the Agreement, is: \_\_\_\_\_.
2. Protected Territory. The Protected Territory (or Protected Territories, if multiple Franchises are granted under the Agreement), referenced in **Section 4.2.a** of the Agreement, will be the geographical area(s) described as follows: \_\_\_\_\_.
3. OXI FRESH Location. The site for the OXI FRESH Location agreed to by OFFC and Franchisee, as referenced in **Section 4.1** of the Agreement, will be:\_\_\_\_\_.
4. Initial Franchise Fee. The Initial Franchise Fee, as referenced in **Section 5.1** of the Agreement is \$ \_\_\_\_\_.
5. Royalty Fee. The initial total Royalty Fee, as referenced in **Section 12.1** of the Agreement is \$ \_\_\_\_\_ per month, representing a Royalty Fee of \$ \_\_\_\_\_ per month for each Franchise acquired.
6. Minimum Advertising and Technology Fee. The initial minimum Advertising and Technology Fee, as referenced in **Section 12.2** of the Agreement, is \$ \_\_\_\_\_ per month, representing a minimum Advertising and Technology Fee of \$ \_\_\_\_\_ per month for each Franchise acquired.
7. Job Fee. Based on the number of Co-Op Lines and Market Expansion Lines provided by OFFC for Franchisee’s use, the portion of the Job Fee payable for the Co-Op Line(s) and Market Expansion Line(s) pursuant to **Section 12.3.b** and **12.3.c** of the Agreement shall initially be \$ \_\_\_\_\_ per month. Based on the number of Franchises granted to Franchisee, the portion of the Job Fee payable for the Toll-Free Number pursuant to **Section 12.3.d** of the Agreement shall initially be \$ \_\_\_\_\_ per month.
8. Payment of Royalty Fee in Advance. As referenced in **Section 12.5.b**, OFFC requires that Franchisee pay the amount of \$ \_\_\_\_\_ in Royalty Fees in advance upon execution of this Agreement for those additional Franchises acquired, if any.
9. Other Terms: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Fully executed this \_\_\_\_ day of \_\_\_\_\_, 202\_\_\_\_.

**OFFC:**

**FRANCHISEE:**

**OXI FRESH FRANCHISING CO., INC.**

By: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

**EXHIBIT II  
TO FRANCHISE AGREEMENT**

**GUARANTY AND ASSUMPTION OF  
FRANCHISEE'S OBLIGATIONS**

## GUARANTY AND ASSUMPTION OF FRANCHISEE'S OBLIGATIONS

In consideration of, and as an inducement to, the execution of the above Franchise Agreement (the "**Franchise Agreement**") executed on or about the date set forth below by **OXI FRESH FRANCHISING CO., INC.**, a Colorado corporation, having its head office at 143 Union Boulevard, Suite 825, Lakewood, Colorado, U.S.A. 80228 ("**OFFC**"), each of the undersigned personally and unconditionally:

1. Guarantees to OFFC and its successors and assigns, for the Term, including successor franchise terms thereof, that the franchisee named on the signature page hereof ("**Franchisee**") shall punctually pay and perform each and every undertaking, agreement and covenant set forth in the Franchise Agreement.

2. Agrees to be personally bound by, and personally liable for the breach of, each and every provision in the Franchise Agreement, including but not limited to, the terms of the articles and sections pertaining to non-competition during and after the Term, confidentiality and the Marks and Copyrighted Works of OFFC.

3. Waives all of the following:

(a) Acceptance and notice of acceptance by OFFC of the foregoing undertaking.

(b) Notice of demand for payment of any indebtedness or nonperformance of any obligations hereby guaranteed.

(c) Protest and notice of default to any party with respect to the indebtedness or nonperformance of any obligations hereby guaranteed.

(d) Any right he or she may have to require that any action be brought against Franchisee or any other person as a condition of liability.

(e) Notice of any amendment, modification, deletion or addition of any term or condition of or to any of the obligations hereby guaranteed.

(f) Notice of any termination as to future liability of any other guarantor.

(g) Any and all other notices and equitable defenses to which he or she may be entitled.

4. Consents and agrees that:

(a) His or her direct and immediate liability under this Guaranty shall be joint and several.

(b) He or she shall render any payment or performance required under the Franchise Agreement upon demand if Franchisee fails or refuses punctually to do so.

(c) Such liability shall not be contingent or conditioned upon pursuit by OFFC of any remedies against Franchisee or any other person.

(d) Such liability shall not be diminished, relieved or otherwise affected by any extension of time, credit or other indulgence which OFFC may from time to time grant to Franchisee or to any other person; including without limitation the acceptance of any partial payment or performance, or the compromise or release of any claims, none of which shall in any way modify or amend this Guaranty, which shall be continuing and irrevocable during the Term, including successor franchise terms thereof.

(e) He or she shall be bound by the restrictive covenants, confidentiality provisions, audit provisions, and indemnification provisions contained in the Franchise Agreement.

(f) OFFC may, at its option, without notice to or further consent of him or her, take any of the following actions:

(i) retain the primary or secondary liability of any other party with respect to all or any part of the obligations hereby guaranteed.

(ii) release or compromise any liability of any other guarantor or any other party with respect to the obligations hereby guaranteed.

(iii) amend, modify, delete, or add any term or condition of or to any of the obligations hereby guaranteed, which may include the creation of new obligations.

5. No delay or neglect on the part of OFFC in the exercise of any right or remedy existing under law or by virtue of this Guaranty shall operate as a waiver thereof, but such rights and remedies shall continue in full force and effect until specifically waived or released by an instrument in writing executed by OFFC and designated as a waiver or release; and no single or partial exercise by OFFC of any right or remedy shall preclude further exercise thereof or the exercise of any right or remedy.

6. The arbitration, injunctive relief, governing law and jurisdiction provisions contained in the Franchise Agreement shall govern this Guaranty, and such provisions are incorporated into this Guaranty by this reference.

7. This Guaranty may be executed via electronic signature.

*[SIGNATURES APPEAR ON FOLLOWING PAGE]*

**IN WITNESS WHEREOF**, each of the undersigned has affixed his or her signature effective on the \_\_\_ day of \_\_\_\_\_, 202\_\_.

**Name of Franchisee:**

\_\_\_\_\_

**GUARANTOR(S)**

\_\_\_\_\_

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
Telephone Number \_\_\_\_\_

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
Telephone Number \_\_\_\_\_

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
Telephone Number \_\_\_\_\_



**EXHIBIT III  
TO FRANCHISE AGREEMENT**

**STATEMENT OF OWNERSHIP**



**STATEMENT OF OWNERSHIP**

**Franchisee:** \_\_\_\_\_

**Trade Name** (if different from above): \_\_\_\_\_

**Form of Ownership** (Check One):

**Individual**    **Partnership**    **Corporation**    **Limited Liability Company**    **Other**

If a **Partnership**, provide name and address of each partner showing percentage owned and whether each is active in management, indicate the country, state and/or province in which the partnership was formed and the date it was formed, and provide a copy of the Partnership Agreement.

If a **Corporation**, provide the names and addresses of each officer and director, and list the names and addresses of every shareholder showing what percentage of stock is owned by each, indicate the country, state and/or province and date of incorporation, and provide a copy of the Articles of Incorporation certified by the Secretary of State or other official for the country, state and/or province in which the corporation was formed.

If a **Limited Liability Company**, provide name and address of each member and each manager showing percentage owned, indicate the country, state and/or province in which the Limited Liability Company was formed and the date it was formed, and provide a copy of the Articles of Organization certified by the Secretary of State or other official for the country, state and/or province in which the Limited Liability Company was formed and the Operating Agreement.

If **another type of business entity**, provide the names and addresses of the owners and any officers or managers showing percentage owned, indicate the country, state and/or province in which the business entity was formed and the date it was formed, and provide a copy of any articles of formation and governing agreements certified, if applicable, by the Secretary of State or other official for the country, state and/or province in which the business entity was formed.

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Franchisee acknowledges that this Statement of Ownership applies to the Oxi Fresh Franchising Co., Inc. Franchise authorized under Franchise Agreement.

Use additional sheets if necessary. Any and all changes to the above information must be reported to Oxi Fresh Franchising Co., Inc. in writing.

Date \_\_\_\_\_

Name \_\_\_\_\_

**EXHIBIT IV  
TO FRANCHISE AGREEMENT**

**AUTHORIZATION AGREEMENT FOR PREARRANGED PAYMENTS  
(DIRECT DEBITS)**

**AUTHORIZATION AGREEMENT FOR PREARRANGED PAYMENTS  
(DIRECT DEBITS)**

The undersigned franchisee (“**Franchisee**”) hereby (1) authorizes OXI FRESH FRANCHISING CO., INC. (“**Company**”) to initiate debit entries and/or credit correction entries to the undersigned’s checking and/or savings account indicated below for payment of all fees, amounts and obligations that become payable by Franchisee to Company; and (2) authorizes and requests the depository designated below (“**Depository**”) to debit such account pursuant to Company’s instructions without responsibility for the correctness of these payments, subject to there being sufficient funds in Franchisee’s account to cover such debit entries.

The dollar amount to be debited will vary and the dates on which the debits are initiated will vary.

Depository	Branch		
Street Address	City	State	Zip Code
Bank Transit/ABA Number	Account Number		

Franchisee states and acknowledges that the account described above has been established, and that this authority is extended, primarily for commercial purposes, and not for personal, family, or household purposes.

This authority is to remain in full force and effect until Depository has received joint written notification from Company and Franchisee of the Franchisee’s termination of such authority in such time and in such manner as to afford Depository a reasonable opportunity to act on it. Franchisee agrees to not revoke any authorization for funds transfer prior to the termination of its Franchise Agreement with Company, without the prior written consent of Company. Any termination or dishonor of this authority shall not relieve Franchisee of its obligation to make payments to Company, whether pursuant to the Franchise Agreement or otherwise.

Franchisee is responsible for, and must pay on demand, all costs or charges relating to the handling of debit entries pursuant to this authority.

FRANCHISEE (Print Name)	DEPOSITORY (Print Name)
Franchisee: _____	
By: _____	
Title: _____	
Address: _____	
Date: _____	

Franchisee should also provide Company with a voided check.

**EXHIBIT V  
TO FRANCHISE AGREEMENT**

**CREDIT CARD AUTHORIZATION**



Owner agrees to execute a new Authorization within three business days after receipt of a new Authorization form from OFFC.

4. Owner agrees that OFFC may charge Owner's account(s) listed above, as applicable, whenever fees owed by Owner, or a company controlled by Owner, are past due, as follows:

(a) OFFC may charge Owner's credit card account(s) for the amount of all Royalty Fees, Advertising and Technology Fees, Job Fees, Noncompliance Service Charges, late fees, interest charges, Insufficient Funds Fees, and other fees or amounts owed by Owner to OFFC as set forth in one or more Franchise Agreements between Owner, or a company controlled by Owner, and OFFC, each time Owner, or a company controlled by Owner, does not otherwise pay its fees or other amounts when due.

(b) OFFC may charge the following late fee and interest to Owner's credit card account, with or apart from the actual Royalty Fees, Advertising and Technology Fees, Job Fees, Noncompliance Service Charges, late fees, interest charges, Insufficient Funds Fees, and other fees or amounts owed by Owner to OFFC, as specified above. The late fee is \$50.00 per incident. If any payment required to be made by Owner to OFFC under a Franchise Agreement is past due, OFFC may also charge Owner's account(s) interest on the past due amount at the lesser of 1.5 percent per month, or the highest rate allowable per law, accruing from the date of the default. Further, any time an electronic funds transfer transaction, credit card transaction, or other payment method is not honored or effective, Franchisee shall pay OFFC an insufficient funds fee (the "**Insufficient Funds Fee**") equal to 3 percent of the actual amount due.

5. OFFC may bill Owner directly for any amounts owed by Owner, or a company controlled by Owner, to OFFC for which OFFC does not charge Owner's account(s) under this Authorization.

6. A company is considered to be "controlled by Owner" if Owner is a guarantor of a Franchise Agreement between the company and OFFC; or if Owner has a 10 percent or greater shareholder, partnership, or member interest in the company, or is the sole proprietor of the company.

7. Owner agrees to execute any other documents required by any credit card processing company, any credit card issuer, any other entity, or by law, as necessary to enable OFFC to exercise the rights granted to it by this Authorization.

8. All capitalized terms not defined in this Authorization are defined as in the applicable Franchise Agreement between OFFC and Owner.

OWNER:

\_\_\_\_\_

By: \_\_\_\_\_

Print Name: \_\_\_\_\_

Title: \_\_\_\_\_

**EXHIBIT VI  
TO FRANCHISE AGREEMENT**

**RIDERS TO FRANCHISE AGREEMENT  
FOR SPECIFIC COUNTRIES, STATES, AND PROVINCES**

**RIDERS TO FRANCHISE AGREEMENT FOR SPECIFIC  
COUNTRIES, STATES, AND PROVINCES**

If any one of the following Riders to the Franchise Agreement for Specific Countries, States, and Provinces (“Riders”) is checked as an “Applicable Rider” below, then that Rider shall be incorporated into the Franchise Agreement entered into by Oxi Fresh Franchising Co., Inc. and the undersigned Franchisee. To the extent any terms of an Applicable Rider conflict with the terms of the Franchise Agreement, the terms of the Applicable Rider shall supersede the terms of the Franchise Agreement.

**Applicable Rider:**

**UNITED STATES**

- California
- Hawaii
- Illinois
- Indiana
- Maryland
- Minnesota
- New York
- North Dakota
- Rhode Island
- South Dakota
- Virginia
- Washington
- Wisconsin

**CANADA**

- All Provinces

OXI FRESH FRANCHISING CO., INC.

\_\_\_\_\_ **FRANCHISEE (Print Name)**

By: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_



## UNITED STATES RIDERS TO THE FRANCHISE AGREEMENT

### CALIFORNIA RIDER TO THE FRANCHISE AGREEMENT

1. The following language is added at the end of **Article 5**:

The Department of Financial Protection and Innovation requires that OFFC defer the collection of all initial fees from California franchisees until OFFC has completed all its pre-opening obligations and the franchisee is open for business.

2. The following language is added to the end of **Section 20.4.b**:

The non-diversion covenant in this **Section 20.4.b** may not be enforceable under California law.

3. **Section 22.5** is deleted and replaced with the following language:

The United States Federal Arbitration Act shall govern all questions about the enforceability of the dispute resolution procedures in this Agreement and the confirmation of any arbitration awards pursuant to such procedures, and no arbitration issues are to be resolved pursuant to any other statutes, regulations or common law. Otherwise, except to the extent governed by the United States Trademark Act of 1946 (Lanham Act, 15 U.S.C. Sections 1051 et seq.) or applicable international trademark law, this Agreement shall be interpreted under the laws of the State of Colorado, U.S.A. and any dispute between the parties shall be governed by and determined in accordance with the internal substantive laws (and not the laws of conflict) of the State of Colorado, U.S.A., which laws shall prevail in the event of any conflict of law. Notwithstanding the foregoing, the parties agree that the Colorado Consumer Protection Act (COLO. REV. STAT. ANN. Section 6-1-101, et seq.) shall not apply to this Agreement or any disputes between the parties. If a claim is asserted in any legal proceeding not subject to mandatory arbitration, as specified in **Section 22.1** above, involving Franchisee and/or the Franchisee Affiliates and OFFC and/or the OFFC Affiliates, both parties consent to jurisdiction and venue for disputes between them in the state and federal courts of Colorado, U.S.A., and each waive any objection either may have to the personal jurisdiction of or venue in the state and federal courts of Colorado, U.S.A. Notwithstanding the foregoing, any legal proceeding by OFFC or any OFFC Affiliate not subject to mandatory arbitration may be brought in any court of competent jurisdiction in the country, state, province, or other geographic area in which the OXI FRESH Business is located or in which Franchisee or any Franchisee Affiliate resides or owns assets. IF A CLAIM MAY BE BROUGHT IN COURT, THEN OFFC, THE OFFC AFFILIATES, FRANCHISEE, AND THE FRANCHISEE AFFILIATES EACH WAIVE THEIR RIGHTS TO A TRIAL BY JURY.

4. **Section 23.2** is deleted and replaced with the following language:

This Agreement (which includes the Addendum and Exhibits) contains the entire agreement between the parties and supersedes any and all prior agreements concerning the subject matter hereof. OFFC does not authorize and will not be bound by any representation of any nature other than those expressed in this Agreement. Nothing in this Agreement or in any related agreement is intended to disclaim any representations made by OFFC in the franchise disclosure document provided to Franchisee.

5. **Sections 23.28.D and 23.28.E** are deleted in their entirety.

6. No disclaimer, questionnaire, clause, or statement signed by a franchisee in connection with the commencement of the franchise relationship shall be construed or interpreted as waiving any claim of fraud in the inducement, whether common law or statutory, or as disclaiming reliance on or the right to rely upon any statement made or information provided by any franchisor, broker or other person acting on behalf of the franchisor that was a material inducement to a franchisee's investment. Any statements or representations signed by a franchisee purporting to understand any fact or its legal effect shall be deemed made only based upon the franchisee's understanding of the law and facts as of the time of the franchisee's investment decision. This provision supersedes any other or inconsistent term of any document executed in connection with the franchise.

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.

#### **HAWAII RIDER TO THE FRANCHISE AGREEMENT**

1. The following language is added at the end of **Article 5**:

All initial fees payable to OFFC shall be deferred until OFFC has fulfilled all of its initial obligations to Franchisee.

2. The following language is added at the end of **Sections 3.3.e and 17.3.d**:

Any release executed herewith will not apply to any claims that Franchisee may have that have arisen under the Hawaii Franchise Investment Law.

3. The following paragraph is added to **Article 18**:

Section 482E-6(3) of the Hawaii Revised Statutes provides that upon termination or refusal to renew the Franchise, OFFC is obligated to compensate Franchisee for the fair market value, at the time of the termination or expiration of Franchise, of Franchisee's inventory, supplies, equipment and furnishings purchased from OFFC or a supplier designated by OFFC; provided that personalized materials which have no value to OFFC need not be compensated for. If OFFC refuses to renew a Franchise for the purpose of converting Franchisee's business to one owned and operated by OFFC, OFFC, in addition to the remedies provided above, shall compensate Franchisee for the loss of goodwill. OFFC may deduct from such compensation reasonable costs incurred in removing, transporting and disposing of Franchisee's inventory, supplies, equipment and furnishings pursuant to this requirement, and may offset from such compensation any monies due OFFC.

## **ILLINOIS RIDER TO THE FRANCHISE AGREEMENT**

1. The following language is added at the end of **Article 5**:

All initial fees payable to OFFC and any of its affiliates shall be deferred until OFFC has fulfilled all of its initial obligations to Franchisee and Franchisee has commenced doing business pursuant to this Agreement. The Illinois Attorney General's Office imposed this deferral requirement due to OFFC's financial condition.

2. Illinois law governs this Agreement.

3. 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.

4. Franchisee's rights upon termination and non-renewal are set forth in Sections 19 and 20 of the Illinois Franchise Disclosure Act.

5. 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.

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. See the FIRST page of this Exhibit VI for your signature.

## **INDIANA RIDER TO THE FRANCHISE AGREEMENT**

The following modifications are made to the Franchise Agreement only to the extent required by the Indiana Franchises Act, IND. CODE § 23-2-2.5, and the Indiana Deceptive Franchise Practices Act, IND. CODE § 23-2-2.7:

1. The following language is added to **Sections 4.2** and **4.3**:

Indiana law prohibits OFFC from establishing an OFFC-owned outlet engaged a substantially identical business within Franchisee's Protected Territory.

2. The following language is added to the end of **Sections 3.3.e** and **17.3.d**:

Any release executed in connection herewith will not apply to any claims that may arise under the Indiana Franchise Disclosure Law and the Indiana Deceptive Franchise Practices Act.

3. The words "or any Protected Territory of any OXI FRESH Business owned by OFFC, any affiliate of OFFC or any other franchisee of OFFC" are deleted from **Section 20.2**.

4. **Section 22.5** is deleted and replaced with the following language:

The United States Federal Arbitration Act shall govern all questions about the enforceability of the dispute resolution procedures in this Agreement and the confirmation of any arbitration awards pursuant to such procedures, and no arbitration issues are to be resolved pursuant to any other statutes, regulations or common law. Otherwise, except to the extent governed by the United States Trademark Act of 1946 (Lanham Act, 15 U.S.C. Sections 1051 et seq.) or applicable international trademark law, disputes related to a violation of the Indiana Franchises Act or the Indiana Deceptive Franchise Practices Act shall be governed thereby, and all other matters regarding this Agreement shall be governed by the laws of the State of Colorado, U.S.A., which laws shall prevail in the event of any conflict of law. Notwithstanding the foregoing, the parties agree that the Colorado Consumer Protection Act (COLO. REV. STAT. ANN. Section 6-1-101, et seq.) shall not apply to this Agreement or any disputes between the parties. Subject to the foregoing, Franchisee and OFFC have negotiated regarding a forum in which to resolve any disputes that may arise between them and have agreed to select a forum in order to promote stability in their relationship. Therefore, if a claim is asserted in any legal proceeding not subject to mandatory arbitration, as specified in **Section 22.1** above, involving Franchisee and/or the Franchisee Affiliates and OFFC and/or the OFFC Affiliates, the parties agree that the exclusive venue for disputes between them shall be in the state and federal courts of Colorado, U.S.A., and each waive any objection either may have to the personal jurisdiction of or venue in the state and federal courts of Colorado, U.S.A. Notwithstanding the foregoing, any legal proceeding by OFFC or any OFFC Affiliate not subject to mandatory arbitration may be brought in any court of competent jurisdiction in the country, state, province, or other geographic area in which the OXI FRESH Business is located or in which Franchisee or any Franchisee Affiliate resides or owns assets. IF A CLAIM MAY BE BROUGHT IN COURT, THEN OFFC, THE OFFC AFFILIATES, FRANCHISEE AND THE FRANCHISEE AFFILIATES EACH WAIVE THEIR RIGHTS TO A TRIAL BY JURY.

5. The following sentence is added at the end of **Section 23.2**:

Notwithstanding anything to the contrary in this provision, Franchisee does not waive any right under the Indiana statutes with regard to prior representations made by OFFC.

6. **Section 23.9** is deleted and replaced with the following language:

Notwithstanding anything contained in this Agreement to the contrary, any and all claims and actions arising out of or relating to this Agreement, the relationship between Franchisee and OFFC, or Franchisee's operation of the OXI FRESH Business must be commenced within the time period specified in Indiana law.

#### **MARYLAND RIDER TO THE FRANCHISE AGREEMENT**

1. The following language is added at the end of **Sections 3.3.e** and **17.3.d**:

Any release executed in connection herewith will not apply to any claims that may arise under the Maryland Franchise Registration and Disclosure Law.

2. The following language is added at the end of **Article 5**:

All initial fees and payments payable to OFFC shall be deferred until OFFC has completed its initial obligations to Franchisee.

3. The following language is added at the end of **Article 22**:

Franchisee may commence any cause of action against OFFC in any court of competent jurisdiction, including the state or federal courts of Maryland, unless otherwise governed by the arbitration provisions of this Agreement.

4. The following sentence is added to the end of **Sections 23.2**:

Provided, however, that this provision is not limited to, nor shall it act as a release, estoppel or waiver of any liability incurred under the Maryland Franchise Registration and Disclosure Laws.

5. **Section 23.9** is amended by adding the following thereto:

Any claims arising under the Maryland Franchise Registration and Disclosure Law must be brought within three years after the grant of the franchise.

6. **Section 23.28** is deleted and replaced with the following:

**Section 23.28. Acknowledgment.**

BEFORE SIGNING THIS AGREEMENT, FRANCHISEE SHOULD READ IT CAREFULLY AND DISCUSS ITS PROVISIONS WITH ITS LEGAL COUNSEL. FRANCHISEE ACKNOWLEDGES ALL OF THE FOLLOWING:

A. FRANCHISEE OR ITS OPERATIONS MANAGER HAS BEEN AFFORDED THE OPPORTUNITY TO ASK QUESTIONS AND REVIEW MATERIALS OF OFFC THAT FRANCHISEE OR ITS OPERATIONS MANAGER DEEMS RELEVANT IN ORDER TO MAKE A DECISION TO ENTER INTO THIS AGREEMENT AND ACQUIRE A FRANCHISE HEREUNDER.

B. NO ASSURANCE OR WARRANTY, EXPRESS OR IMPLIED, HAS BEEN GIVEN TO FRANCHISEE OR ITS OPERATIONS MANAGER AS TO THE POTENTIAL SUCCESS OF SUCH BUSINESS VENTURE OR THE EARNINGS LIKELY TO BE ACHIEVED.

C. NO STATEMENT, REPRESENTATION OR OTHER ACT, EVENT OR COMMUNICATION, EXCEPT AS SET FORTH IN THIS DOCUMENT AND IN ANY DISCLOSURE DOCUMENT SUPPLIED TO FRANCHISEE, IS BINDING ON OFFC IN CONNECTION WITH THE SUBJECT MATTER OF THIS AGREEMENT.

D. NEITHER FRANCHISEE, NOR ANY FRANCHISEE AFFILIATE, IS SUBJECT TO UNITED STATES EXECUTIVE ORDER 13224 OR THE PATRIOT ACT. IF FRANCHISEE OR ANY FRANCHISEE AFFILIATE BECOMES SUBJECT TO UNITED STATES EXECUTIVE ORDER 13224 OR THE PATRIOT ACT, FRANCHISEE OR THAT FRANCHISEE AFFILIATE SHALL NOTIFY OFFC IMMEDIATELY THEREOF.

Provided, however, that this provision is not limited to, nor shall it act as a release, estoppel or waiver of any liability incurred under the Maryland Franchise Registration and Disclosure Laws.

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.

### **MINNESOTA RIDER TO THE FRANCHISE AGREEMENT**

1. **Articles 3, 17, and 18** are modified by the following language:

OFFC will comply with Minnesota Statutes, Section 80C.14, Subds. 3, 4 and 5, which require (except in certain specified cases) (1) that Franchisee be given 90 days' notice of termination (with 60 days to cure) and 180 days' notice for non-renewal of this Agreement, and (2) that consent to the transfer of the franchise will not be unreasonably withheld.

2. The following language is added at the end of **Sections 3.3.e** and **17.3.d**:

Any release executed in connection herewith will not apply to any claims that may arise under the Minnesota Franchise Act.

3. **Section 12.5.e** is deleted and replaced with the following language:

Franchisee agrees that any time an ACH Withdrawal transaction, credit card transaction, or other payment method is not honored or effective, Franchisee shall pay OFFC an insufficient funds fee (the "**Insufficient Funds Fee**") of \$30.00, in addition to any applicable late fees and interest in accordance with **Section 12.6**.

4. **Section 15.6** is modified by the following language:

OFFC agrees to protect Franchisee against claims of infringement or unfair competition with respect to Franchisee's authorized use of the Marks when the Franchisee's rights granted therein warrant protection.

5. **Section 22.4** is modified by the following language:

Pursuant to Minnesota Rule 2860.4400(J), a franchisee cannot consent to a franchisor obtaining injunctive relief. The franchisor may seek injunctive relief. Also, a court will determine if a bond is required.

6. **Section 22.5** is modified by the following language:

Minnesota Statutes, Section 80C.21 and Minnesota Rule 2860.4400(J) prohibit OFFC 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 Franchise Disclosure Document or this 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. The above language has been included in this Agreement as a condition to registration. OFFC and Franchisee do not agree with the above language and believes that each of the provisions of the Agreement are fully enforceable. OFFC and Franchisee intend to fully enforce all of the provisions of the Agreement and all other documents signed by them, including but not limited to, all venue, choice-of-law, arbitration provisions and other dispute avoidance and resolution provisions and to rely on federal pre-emption under the Federal Arbitration Act.

7. The following statement is added at the end of **Section 23.9**:

Minnesota law provides that no action may be commenced pursuant to Minnesota Statute Section 80C.17 more than three years after the cause of action accrues. Minnesota Statutes, Section 80C.17, Subd. 5.

### **NEW YORK RIDER TO THE FRANCHISE AGREEMENT**

1. The following is added at the end of **Sections 3.3.e** and **17.3.d**:

Provided however, that all rights enjoyed by Franchisee and any causes of action arising in its 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, Section 687.4 and 687.5 be satisfied.

2. The following sentence is added to **Section 9.3**:

Any new or different requirements set forth in the Procedures Manual shall not unreasonably increase Franchisee's obligations or place an excessive burden on Franchisee's operation of its OXI FRESH Business.

3. The following sentence is added to **Section 17.1**:

However, no assignment shall be made except to an assignee who, in the good faith judgment of OFFC, is willing and able to assume OFFC's obligations under this Agreement.

4. The following is added to **Article 18**:

Franchisee may terminate this Agreement upon any grounds available by law.

5. The following is added to **Section 19.3**:

However, Franchisee shall not be required to indemnify OFFC for any liabilities which arose as a result of OFFC's breach of this Agreement or other civil wrongs committed by OFFC.

6. The following sentence is added to **Section 22.5**:

The foregoing choice of law should not be considered a waiver of any right conferred upon either OFFC or Franchisee by the General Business Law of the State of New York, Article 33. This language has been included in this Agreement as a condition to registration. OFFC and

Franchisee do not agree with the above language and believe that each of the provisions of the Agreement, including all choice-of-law provisions, are fully enforceable. OFFC and Franchisee intend to fully enforce all of the provisions of the Agreement and all other documents signed by them, including but not limited to, all venue, choice-of-law, arbitration provisions and other dispute avoidance and resolution provisions and to rely on federal pre-emption under the Federal Arbitration Act.

## **NORTH DAKOTA RIDER TO THE FRANCHISE AGREEMENT**

1. The North Dakota Securities Commissioner has held the following to be unfair, unjust or inequitable to North Dakota franchisees:

A. Restrictive Covenants: Franchise Disclosure Documents which disclose the existence of covenants restricting competition contrary to Section 9-08-06, N.D.C.C., without further disclosing that such covenants will be subject to this statute.

B. Situs of Arbitration Proceedings: Franchise agreements providing that the parties must agree to the arbitration of disputes at a location that is remote from the site of the franchisee's business.

C. Restrictions on Forum: Requiring North Dakota franchisees to consent to the jurisdiction of courts outside of North Dakota.

D. Liquidated Damages and Termination Penalties: Requiring North Dakota franchisees to consent to liquidated damages or termination penalties.

E. Applicable Laws: Franchise agreements which specify that they are to be governed by the laws of a state other than North Dakota.

F. Waiver of Trial by Jury: Requiring North Dakota franchisees to consent to the waiver of a trial by jury.

G. Waiver of Exemplary & Punitive Damages: Requiring North Dakota franchisees to consent to a waiver of exemplary and punitive damages.

H. General Release: Franchise agreements that require the franchisee to sign a general release upon renewal of the franchise agreement.

I. Limitation of Claims: Franchise agreements that require the franchisee to consent to a limitation of claims. The statute of limitations under North Dakota law applies.

2. The following is added at the end of **Article 5**:

All initial fees payable to OFFC and any of its affiliates shall be deferred until OFFC has fulfilled its initial obligations to Franchisee under this Agreement and Franchisee has commenced doing business pursuant to this Agreement.



## **RHODE ISLAND RIDER TO THE FRANCHISE AGREEMENT**

1. The following paragraph is added at the end of **Section 22.1**:

Section 19-28.1-14 of the Rhode Island Franchise Investment Act provides that “A provision in a franchise agreement restricting jurisdiction or venue to a forum outside this state or requiring the application of the laws of another state is void with respect to a claim otherwise enforceable under this Act.”

The above language has been included in this Agreement as a condition to registration. OFFC and Franchisee do not agree with the above language and believe that each of the provisions of the Agreement, including all choice of law provisions, are fully enforceable. OFFC and Franchisee intend to fully enforce all of the provisions of the Agreement and all other documents signed by them, including but not limited to, all venue, choice-of-law, arbitration provisions and other dispute avoidance and resolution provisions and to rely on federal preemption under the Federal Arbitration Act.

## **SOUTH DAKOTA RIDER TO THE FRANCHISE AGREEMENT**

1. The following is added to the end of **Article 5**:

All initial fees payable to OFFC and any of its affiliates shall be deferred until OFFC has fulfilled its initial obligations to Franchisee and Franchisee has commenced operations pursuant to this Agreement.

## **VIRGINIA RIDER TO THE FRANCHISE AGREEMENT**

1. The following is added to the end of **Article 5**:

The Virginia State Corporation Commission’s Division of Securities and Retail Franchising requires OFFC to defer payment of the Initial Franchise Fee and other initial payments owed by franchisees to OFFC until OFFC has completed its pre-opening obligations under this Agreement.

2. The following is added to the end of **Section 23.20**:

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 this Agreement does not constitute “reasonable cause,” as that term is defined in the Virginia Retail Franchising Act or the laws of Virginia, that provision may not be enforceable.

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.

## **WASHINGTON RIDER TO THE FRANCHISE AGREEMENT AND RELATED AGREEMENTS**

1. In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, Chapter 19.100 RCW will prevail.
2. RCW 19.100.180 may supersede the franchise agreement in your relationship with the franchisor including the areas of termination and renewal of your franchise. There may also be court decisions which may supersede the franchise agreement in your relationship with the franchisor including the areas of termination and renewal of your franchise.
3. 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. A release or waiver of rights executed by a franchisee may not include rights under the Washington Franchise Investment Protection Act or any rule or order thereunder except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel. Provisions such as those which unreasonably restrict or limit the statute of limitations period for claims under the Act, or rights or remedies under the Act such as a right to a jury trial, may not be enforceable.
5. Transfer fees are collectable to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.
6. 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 provisions contained in the franchise agreement or elsewhere that conflict with these limitations are void and unenforceable in Washington.
7. 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.
8. 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.

9. The following is added at the end of **Article 5**:

All initial franchise fees payable to OFFC shall be deferred until the day that OFFC has fulfilled all of OFFC's initial pre-opening obligations to Franchisee and Franchisee is open for business.

10. The fourth sentence in **Section 23.2** is hereby deleted.

11. **Section 23.28.E** is deleted in its entirety and replaced with the following:

E. NO STATEMENT, REPRESENTATION OR OTHER ACT, EVENT OR COMMUNICATION, EXCEPT AS SET FORTH IN THIS DOCUMENT AND IN ANY DISCLOSURE DOCUMENT SUPPLIED TO FRANCHISEE, IS BINDING ON OFFC IN CONNECTION WITH THE SUBJECT MATTER OF THIS AGREEMENT.

#### **WISCONSIN RIDER TO THE FRANCHISE AGREEMENT**

1. The following paragraph is added to the end of **Article 18**:

The conditions under which this Agreement can be terminated or not renewed may be effected by the Wisconsin Fair Dealership Law, Wisconsin Statutes 1981-82, Title XIV-A, Chapter 135.

**CANADA RIDERS TO THE FRANCHISE AGREEMENT**

**ALL CANADIAN PROVINCES RIDER TO THE FRANCHISE AGREEMENT**

1. Franchisee and OFFC agree that they shall not be restricted by this Agreement from soliciting or hiring each other's employees to the extent that such restriction would be prohibited by applicable law. Any provision of this Agreement to the contrary is hereby deemed amended accordingly.

**ATTACHMENT B  
TO FRANCHISE DISCLOSURE DOCUMENT**

**CONFIDENTIALITY / APPLICATION AGREEMENT**

**OXI FRESH FRANCHISING CO., INC.**  
**Confidentiality / Application Agreement**

Oxi Fresh Franchising Co., Inc. ("OXI FRESH") hereby reserves a place for \_\_\_\_\_ ("Applicant") to participate in the initial training program of OXI FRESH, to be conducted at the OXI FRESH headquarters in Lakewood, Colorado, U.S.A., on the following dates:

Training will commence \_\_\_\_\_ and will finish \_\_\_\_\_

Applicant acknowledges that, as a part of Applicant's training (or preparation for training), Applicant will be furnished with certain proprietary information of OXI FRESH including without limitation, proprietary information concerning an OXI FRESH Business; the Licensed Methods; financial information of OXI FRESH or its franchisees other than financial information filed with any government regulatory agency; marketing methods; sales and promotional methods; operation methods; nonpublic statistical information; the strategic plan, budgets and projections for OXI FRESH; information concerning negotiations of any kind conducted by OXI FRESH whether pending or completed; marketing research data and marketing plans; information contained in the OXI FRESH Operations Manuals, and any other manual or other nonpublic written information; internal lists of franchisees and customers of OXI FRESH Businesses; and other information which may be considered a trade secret or proprietary, as such information may be further developed and modified from time to time by OXI FRESH. Applicant agrees not to divulge, or utilize in any way other than in a franchised OXI FRESH Business, any proprietary information or trade secrets of OXI FRESH disclosed during or in preparation for training at any time, without the prior written consent of OXI FRESH.

Applicant agrees that, for a period of two years from the date hereof Applicant will not (a) attempt to employ or employ (either directly or indirectly) any franchisees of OXI FRESH or any employees, agents, or representatives of OXI FRESH or of any of OXI FRESH's franchisees (except with the prior written consent of OXI FRESH or the franchisee, as applicable); (b) divert or attempt to divert any business related to OXI FRESH or any of OXI FRESH's franchisees or any client or account of OXI FRESH or any of OXI FRESH's franchisees; or (c) have any direct or indirect controlling interest in or perform services as a director, officer, manager, employee, consultant, representative, agent or otherwise for any business that operates, or grants franchises to others to operate, a business which is the same as or substantially similar to an OXI FRESH Business, including but not limited to a business that provides services related to the inspection and cleaning of commercial and/or residential carpets, rugs, upholstery, tile and grout, and hardwood flooring, and ancillary products.<sup>1</sup>

Upon completion of the second day of training, if Applicant's training progress is not acceptable to OXI FRESH, OXI FRESH shall have the right to refuse to sell an OXI FRESH Business franchise to Applicant, and neither party shall have any further obligation with respect to the other, except as set forth in the immediate preceding paragraph.

If Applicant's training progress is acceptable to OXI FRESH, Applicant shall, after the second day of training, have the following options:

- A. Reject the opportunity to become an OXI FRESH Business franchisee, or,
- B. Execute a copy of OXI FRESH's then current Franchise Agreement, complete the purchase of the franchise, and commence operations of an OXI FRESH Business.

\_\_\_\_\_  
**Applicant**

\_\_\_\_\_  
**OXI FRESH FRANCHISING CO., INC.**

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Phone (Office)

\_\_\_\_\_  
Phone (Home)

\_\_\_\_\_  
Fax

<sup>1</sup> For Applicants who are residents of, or who will operate their OXI FRESH Business in any of, the Canadian Provinces of Alberta, British Columbia, Manitoba, New Brunswick, Ontario, Prince Edward Island, or Saskatchewan: This paragraph does not apply. Further, it is expressly agreed that the confidentiality obligations herein (i) do not apply to information that is or comes into the public domain other than as a result of a contravention of this agreement, is disclosed to any person other than as a result of a contravention of this agreement, or is disclosed with the consent of all the parties to this agreement, and (ii) do not prohibit the disclosure of information to an organization of franchisees, other franchisees of the same franchise system, or a franchisee's professional advisors.

**ATTACHMENT C  
TO FRANCHISE DISCLOSURE DOCUMENT**

**NONDISCLOSURE AND NONCOMPETITION AGREEMENT**

## NONDISCLOSURE AND NONCOMPETITION AGREEMENT

This Nondisclosure and Noncompetition Agreement (this “**Agreement**”) is made and entered into effective on the day and date set forth below, by and among OXI FRESH FRANCHISING CO., INC., a Colorado corporation (“**Oxi Fresh**”), having an address of 143 Union Boulevard, Suite 825, Lakewood, Colorado, U.S.A. 80228, the franchisee named on the signature page of this Agreement (the “**Franchisee**”), and the associate of Franchisee named on the signature page of this Agreement (the “**Associate**”).

### RECITALS

A. Oxi Fresh is engaged in a business of franchising to others businesses (“**OXI FRESH Businesses**”) that specialize in the cleaning of commercial and residential carpets, rugs, upholstery, tile and grout floors, and hardwood floors under the marks OXI FRESH®, OXI FRESH CARPET CLEANING®, and related service marks, trademarks and trade names (“**Proprietary Marks**”).

B. Oxi Fresh and its affiliates have developed proprietary methods for establishing, operating and promoting OXI FRESH Businesses utilizing certain confidential information as more fully described herein (“**Licensed Methods**”), and have established substantial goodwill and an excellent reputation with respect to the quality of the services available in a OXI FRESH Business, which goodwill and reputation have been and will continue to be of major benefit to Oxi Fresh.

C. Franchisee is a franchisee under an effective franchise agreement (“**Franchise Agreement**”) with Oxi Fresh.

D. Associate is or will become involved with Franchisee in the capacity of an officer, partner, director, manager, agent, employee, independent contractor (such capacities collectively referred to as “**Affiliation**”) or is related to a person who has an Affiliation with Franchisee, and will become privileged as to certain confidential information related to Oxi Fresh, its operations and the OXI FRESH Business.

E. Associate, Franchisee and Oxi Fresh have reached an understanding and agreement with regard to nondisclosure by Associate of confidential information and with respect to noncompetition by Associate with Oxi Fresh and Franchisee.

**NOW THEREFORE**, in consideration of the foregoing, the mutual promises contained herein and other good and valuable consideration, the receipt and sufficiency of which are acknowledged, Associate, Franchisee and Oxi Fresh, intending legally to be bound, agree as follows:

1. **Confidential Information.** Associate recognizes and agrees that certain proprietary information relating to Oxi Fresh and its operations and the operations of OXI FRESH Businesses (“**Confidential Information**”) is owned by Oxi Fresh and is treated as confidential by Oxi Fresh and Franchisee, including without limitation, all proprietary information concerning OXI FRESH Businesses; the Licensed Methods; all financial information of Oxi Fresh or Franchisee other than financial information filed with any government regulatory agency; marketing methods; sales and promotional methods; all nonpublic statistical information; the strategic plan, budgets and projections for Oxi Fresh; all information concerning negotiations of any kind conducted by Oxi Fresh whether pending or completed; all marketing research data and marketing plans; all information contained in the Oxi Fresh operations manuals, and any other manual or other nonpublic written information; internal lists of franchisees and customers of OXI FRESH Businesses; and all other information which may be



considered a trade secret or proprietary and such Confidential Information as may be further developed from time to time by Oxi Fresh.

**2. Use and Disclosure of Confidential Information.** Associate acknowledges that, in connection with Associate's Affiliation with Oxi Fresh or Franchisee, Oxi Fresh or Franchisee will disclose in strict confidence certain Confidential Information necessary for the operation of an OXI FRESH Business. Associate specifically acknowledges that the Confidential Information is valuable, unique and comprises a substantial portion of the assets of Oxi Fresh; and Associate agrees that he or she will not utilize all or any portion of the same for Associate's personal benefit during the term of Associate's Affiliation with Franchisee, nor in any manner use the same subsequent to the termination of Associate's Affiliation with Oxi Fresh or Franchisee or the termination or expiration of the Franchise Agreement, nor disclose any of the same to any person, firm, corporation or other entity whatsoever at any time for any reason or purpose, without the prior written consent of Oxi Fresh. Associate shall not copy, publish or otherwise duplicate the Confidential Information or permit others to do so and shall return all Confidential Information to Franchisee upon termination of Associate's Affiliation with Franchisee. Associate may disclose to other employees, agents, or representatives of Oxi Fresh or Franchisee the Confidential Information only to the extent necessary for such employees, agents or representatives to carry out their intended function.

**3. Noncompetition Covenant.** Associate covenants and agrees that, during the term of his or her Affiliation, except in conjunction with Franchisee's OXI FRESH Business in a manner authorized by Oxi Fresh and Franchisee, Associate shall not, either directly or indirectly through any member of Associate's immediate family, separate business entity, or otherwise:

(a) have any direct or indirect controlling interest as a disclosed or beneficial owner in a Competitive Business, defined below;

(b) perform services as a director, officer, manager, employee, consultant, representative, agent or otherwise for a Competitive Business;

(c) divert or attempt to divert any business related to Oxi Fresh, Franchisee or any other franchisee of Oxi Fresh to any Competitive Business by direct inducement or otherwise; or

(d) divert or attempt to divert the employment of any employee or representative of Oxi Fresh, Franchisee or any other franchisee of Oxi Fresh to any Competitive Business by any direct inducement or otherwise.

The term "**Competitive Business**" as used in this Agreement means any business which engages in, or licenses or franchises others to engage in, or promotes potential franchisees to engage in, a business which is the same as or substantially similar to a OXI FRESH Business; including but not limited to a business that provides services related to the inspection and cleaning of commercial and/or residential carpets, rugs, upholstery, tile and grout, and hardwood flooring, and ancillary products. Notwithstanding the foregoing, Associate will not be prohibited by this Agreement from owning securities in a Competitive Business if such securities are listed on a stock exchange or traded on the over-the-counter market and represent 2 percent or less of that class of securities issued and outstanding.

**4. Post-Termination Covenant Not to Compete.** Associate covenants and agrees that, for a period of two years after the earlier of (i) the effective date of termination or expiration of Associate's Affiliation with Franchisee or Oxi Fresh, or (ii) the effective date of termination or expiration of the Franchisee's Franchise Agreement, neither Associate, nor any member of Associate's immediate family,

shall (a) have any direct or indirect interest, as a disclosed or a beneficial owner, investor, partner, director, officer, employee, consultant, representative or agent or in any other capacity, in or with any Competitive Business located or operating within the Protected Territory, as defined in Franchisee's Franchise Agreement with Oxi Fresh, in which Franchisee's OXI FRESH Business is located or within 20 miles of the Protected Territory, as defined in the respective Franchise Agreement, of Franchisee or any other franchised OXI FRESH Business; or (b) divert or attempt to divert any business related to Franchisee, Oxi Fresh or any other Oxi Fresh franchisee to any Competitive Business, by direct inducement or otherwise. Associate expressly acknowledges that he or she possesses business and career skills and abilities of a general nature and has other opportunities for exploiting such skills and abilities. Consequently, enforcement of this covenant will not deprive Associate of his or her personal goodwill or ability to earn a living. If Associate or any member of Associate's immediate family breaches any of Sections 4 through 7, then the two-year period applicable for each of these covenants shall start on the date that Associate or its family member, as applicable, is enjoined from such activity or ceases such activity, whichever is later.

**5. No Interference.** Associate covenants and agrees that, for a period of two years after the earlier of (i) the effective date of termination or expiration of Associate's Affiliation with Franchisee or Oxi Fresh, or (ii) the effective date of termination or expiration of the Franchisee's Franchise Agreement, neither Associate, nor any member of Associate's immediate family, shall interfere with the business of Oxi Fresh by interfering with or disrupting, or attempting to interfere with or disrupt, the relationship, contractual or otherwise, between Oxi Fresh or Franchisee and any of their existing or prospective franchisees, customers, suppliers, partners or joint venturers.

**6. No Diversion of Employees.** Associate covenants and agrees that, for a period of two years after the earlier of (i) the effective date of termination or expiration of Associate's Affiliation with Franchisee or Oxi Fresh, or (ii) the effective date of termination or expiration of the Franchisee's Franchise Agreement, neither Associate, nor any member of Associate's immediate family, shall divert or attempt to divert the employment of any employee or other Authorized Representative, as defined in the respective Franchise Agreement, of Franchisee, of Oxi Fresh, or of another franchised or licensed OXI FRESH Business, to any Competitive Business, by direct inducement or otherwise.

**7. Additional Prohibited Activities.** Associate acknowledges that Oxi Fresh is operated in close conjunction with its affiliate Fresh Sweeps Franchising Co., Inc. ("**Fresh Sweeps**"), which offers and sells franchises for the operation of businesses specializing in cleaning of residential and commercial chimneys, dryer vents, and air ducts, and light maintenance and repair of all types of chimneys, fireplaces and other room heater appliances such as wood stoves, pellet stoves, and gas stoves, and sales of approved inventory, supplies, materials, equipment and other products. In particular, the two franchise systems operate utilizing very similar licensed methods, including marketing techniques, and the same scheduling center. As a result, Associate acknowledges that on the basis of its Affiliation with Franchisee, Associate will receive commercially valuable information which comprises and is a part of the licensed methods and system for Fresh Sweeps businesses. Associate therefore agrees that during the term of his or her Affiliation with Franchisee or Oxi Fresh, and for a period of two years after the earlier of (i) the effective date of termination or expiration of Associate's Affiliation with Franchisee or Oxi Fresh, or (ii) the effective date of termination or expiration of the Franchisee's Franchise Agreement, neither Associate, nor any member of Associate's immediate family, shall have any direct or indirect interest (through a member of any immediate family or otherwise) as a disclosed or beneficial owner, investor, partner, director, officer, employee, consultant, representative or agent or in any other capacity in any Fresh Sweeps Competitive Business (as defined below), or grant franchises or licenses to others to operate a Fresh Sweeps Competitive Business, within 20 miles of the Protected Territory, as defined in the respective Franchise Agreement, of Franchisee, or the territory of any other franchised Fresh Sweeps

business. Associate expressly acknowledges that he or she possesses business and career skills and abilities of a general nature and has other opportunities for exploiting such skills and abilities. Consequently, enforcement of this covenant will not deprive Associate of his or her personal goodwill or ability to earn a living. For purposes of this Section 7, the term “**Fresh Sweeps Competitive Business**” as used in this Agreement means any business operating, or granting franchises or licenses to others to operate, a business that is similar to a Fresh Sweeps business, including a business that provides cleaning of residential or commercial chimneys, dryer vents, or air ducts, or performs light maintenance and repair of chimneys, fireplaces and room heater appliances such as wood stoves, pellet stoves, and gas stoves, or related services. However, Franchisee will not be prohibited from owning securities in a Competitive Business if such securities are listed on a stock exchange or traded on the over-the-counter market and represent 2 percent or less of that class of securities issued and outstanding.

**8. Audit of Business Records.** Oxi Fresh or its authorized agent may request, receive, inspect, and audit any business records, financial or otherwise, of Associate, Associate’s immediate family members, or any party affiliated with Associate or its immediate family members, including any companies or entities associated with Associate or its immediate family members, that Oxi Fresh in its sole discretion determines may be relevant in determining Associate’s compliance with the terms of this Agreement or Franchisee’s business results in its OXI FRESH Business. The records subject to this audit include (i) tax returns; (ii) quarterly and/or annual financial statements, including profit and loss statements and balance sheets; (iii) copies of checks, check ledgers, and bank statements for checking and savings accounts; (iv) all contracts or agreements entered into by Franchisee and any third parties related to its OXI FRESH Business, including but not limited to contracts with customers; and (v) any other documents requested by Oxi Fresh. Any such inspection or audit shall be conducted in accordance with the audit provisions set forth in the Franchise Agreement, which are deemed incorporated herein. Inspections and audits conducted at Associate’s business location or other location where the records are held may take place without prior notice. Oxi Fresh may also require at any time the records from Associate or its affiliated parties be sent to Oxi Fresh’s offices or another location to permit the inspection or audit of such records to be conducted at Oxi Fresh’s place of business or the other location. If Oxi Fresh notifies Associate that documents are to be sent to a location other than Associate’s business location for the purpose of conducting an inspection or audit at that location, Associate shall provide the requested documents to Oxi Fresh within the time period set forth in Oxi Fresh’s notice. Oxi Fresh may audit and inspect documents covering a period beginning with the date on which Associate’s Affiliation commenced and ending on the date such audit is concluded. All documents provided for Oxi Fresh’s inspection or audit must be certified by Associate and the appropriate affiliated party, if applicable, as true, complete and correct. Inspections and audits may be conducted following the expiration or termination of Associate’s Affiliation for any reason.

**9. Injunction.** Associate acknowledges and agrees that in the event of any breach or threatened breach of this Agreement, Oxi Fresh and Franchisee, or either one separately, shall be authorized and entitled to seek, from any court of competent jurisdiction, preliminary and permanent injunctive relief in addition to any other rights or remedies to which Oxi Fresh and/or Franchisee may be entitled.

**10. Assignment.** Both Franchisee and Oxi Fresh may assign all or part of this Agreement and the rights which inure to either of them hereunder without the consent of Associate, provided that any assignment by Franchisee shall require the written consent of Oxi Fresh. This Agreement shall not be assignable by Associate.

**11. Effect of Waiver.** The waiver by Associate, Franchisee or Oxi Fresh of a breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach

thereof, and in no event shall such a waiver be binding upon Oxi Fresh unless it is in writing and signed by an authorized representative of Oxi Fresh.

**12. Binding Effect.** This Agreement shall be binding upon and inure to the benefit of Associate, Franchisee and Oxi Fresh and their respective heirs, executors, representatives, successors and assigns.

**13. Entire Agreement.** This instrument contains the entire agreement of Associate, Franchisee and Oxi Fresh relating to the matters set forth herein. It may not be changed orally, but only by an agreement in writing, signed by the party against whom enforcement of any waiver, change, modification, extension or discharge is sought. Further, both Associate and Franchisee agree that no change to this Agreement shall be made without the written consent of Oxi Fresh having first been obtained.

**14. Governing Law.** This instrument shall be governed by and construed under the laws of the State of Colorado, U.S.A.

**15. Arbitration.** Any and all controversies, disputes or claims between Oxi Fresh, its subsidiaries and affiliated companies or their shareholders, officers, directors, agents, employees and attorneys (in their representative capacity); Franchisee, its shareholders, officers, directors, agents and employees; and/or Associate arising out of or related to this Agreement or the validity hereof shall be submitted for binding arbitration; except for actions for injunctive relief pursuant to Section 9 above, which actions Oxi Fresh and/or Franchisee at their option may bring either in a court of competent jurisdiction or in arbitration. If Oxi Fresh is a party to any controversy, dispute or claim, such arbitration proceedings shall be conducted in Denver, Colorado, U.S.A., will be submitted to either the Judicial Arbitrator Group (“JAG”) or the American Arbitration Association (“AAA”), as selected by the party submitting the arbitration demand, will be heard by one arbitrator in accordance with the then current rules of AAA applicable to commercial arbitration, and the arbitrator shall be a resident of the State of Colorado, U.S.A. and fluent in English. The arbitration proceeding and all other hearings shall be conducted in English only, although Associate shall have the right, at Associate’s option and sole expense, to have a translator present at the proceeding or other hearings. If Oxi Fresh is not a party to such controversy, dispute or claim, such arbitration proceedings shall be conducted within the Protected Territory (as applicable, as defined in the Franchise Agreement between the Franchisee and Oxi Fresh) of the Franchisee and will be heard by one arbitrator in accordance with the then current commercial arbitration rules of any arbitration group mutually acceptable to Franchisee and Associate, and if Franchisee and Associate cannot agree on an arbitration group within 30 days after demand for arbitration, then AAA shall conduct such arbitration in accordance with its then current commercial arbitration rules. The decision as to whether a claim is subject to mandatory arbitration shall be made by an arbitrator, not a court.

**16. Severability.** If any provision of this Agreement is held, declared or pronounced void, voidable, invalid, unenforceable or inoperative for any reason, by any court of competent jurisdiction, government authority, arbitrator or otherwise, the parties authorize and request such court, governmental authority, or arbitrator to modify the provision held to be void, voidable, invalid, unenforceable or inoperative to contain such lesser covenants that impose the maximum duty permitted by law so that the provision is upheld as valid, and the parties agree to be bound by the modified provision. The holding, declaration or pronouncement shall not affect adversely any other provisions of this Agreement, which shall otherwise remain in full force and effect.

17. **Attorneys' Fees.** If Oxi Fresh or Franchisee must enforce any of the provisions or rights under this Agreement in any action at law or in equity and if the Oxi Fresh and/or Franchisee is successful in such litigation or arbitration as determined by the court or arbitrator in a final judgment or decree, then the Associate shall pay Oxi Fresh or Franchisee, as applicable, all costs, expenses and reasonable attorneys' fees incurred by Oxi Fresh and/or Franchisee (including without limitation such costs, expenses and fees on any appeals), and if Oxi Fresh and/or Franchisee receives a judgment in any such action or proceeding, such costs, expenses and attorneys' fees shall be included as part of such judgment.

18. **Definitions.** All capitalized terms not defined in this Agreement have the respective meanings set forth in the effective Franchise Agreement between Franchisee and Oxi Fresh.

19. **Cross Default.** A default by Associate under this Agreement will be deemed a default of all agreements between Franchisee and Oxi Fresh, unless waived by Oxi Fresh in writing.

20. **Counterparts; Electronic Signatures.** This Agreement may be executed in counterparts and via electronic signatures.

The parties have signed this Agreement on the \_\_\_\_ day of \_\_\_\_\_, 202\_\_.

**OXI FRESH:**

OXI FRESH FRANCHISING CO., INC.  
a Colorado corporation

By: \_\_\_\_\_  
Its: \_\_\_\_\_

**FRANCHISEE:**

\_\_\_\_\_  
a \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_

**ASSOCIATE:**

\_\_\_\_\_  
Print Name: \_\_\_\_\_

**RIDERS TO THE NONDISCLOSURE AND NONCOMPETITION AGREEMENT FOR SPECIFIC STATES OR COUNTRIES**

If any one of the following Riders to the Nondisclosure and Noncompetition Agreement for Specific States or Countries (“**Riders**”) is checked as an “**Applicable Rider**” below, then that Rider shall be incorporated into the Nondisclosure and Noncompetition Agreement entered into by Oxi Fresh Franchising Co., Inc. and the undersigned Associate and Franchisee. To the extent any terms of an Applicable Rider conflict with the terms of the Nondisclosure and Noncompetition Agreement, the terms of the Applicable Rider shall supersede the terms of the Nondisclosure and Noncompetition Agreement.

**APPLICABLE RIDER**

- INDIANA
- NORTH DAKOTA
- WASHINGTON
- CANADA (All Provinces)

**OXI FRESH:**

OXI FRESH FRANCHISING CO., INC.  
a Colorado corporation

By: \_\_\_\_\_  
Its: \_\_\_\_\_

**FRANCHISEE:**

\_\_\_\_\_  
a \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_

**ASSOCIATE:**

\_\_\_\_\_  
Print Name: \_\_\_\_\_

## INDIANA RIDER TO THE NONDISCLOSURE AND NONCOMPETITION AGREEMENT

1. Section 4 is hereby deleted in its entirety and the following is substituted in its place:

**4. Post-Termination Covenant Not to Compete.** Associate covenants and agrees that, for a period of two years after the earlier of (i) the effective date of termination or expiration of Associate's Affiliation with Franchisee or Oxi Fresh, or (ii) the effective date of termination or expiration of the Franchisee's Franchise Agreement, neither Associate, nor any member of Associate's immediate family, shall (a) have any direct or indirect interest, as a disclosed or a beneficial owner, investor, partner, director, officer, employee, consultant, representative or agent or in any other capacity, in or with any Competitive Business located or operating within the Protected Territory, as defined in Franchisee's Franchise Agreement with Oxi Fresh, in which Franchisee's OXI FRESH Business is located; or (b) divert or attempt to divert any business related to Franchisee, Oxi Fresh or any other Oxi Fresh franchisee to any Competitive Business, by direct inducement or otherwise. Associate expressly acknowledges that he or she possesses business and career skills and abilities of a general nature and has other opportunities for exploiting such skills and abilities. Consequently, enforcement of this covenant will not deprive Associate of his or her personal goodwill or ability to earn a living. If Associate or any member of Associate's immediate family breaches any of Sections 4 through 6, then the two-year period applicable for each of these covenants shall start on the date that Associate or its family member, as applicable, is enjoined from such activity or ceases such activity, whichever is later.

2. The restrictions set forth in Section 7 are limited to the Protected Territory, as defined in Franchisee's Franchise Agreement with Oxi Fresh, in which Franchisee's OXI FRESH Business is located.

3. Section 14 is hereby deleted in its entirety and the following is substituted in its place:

**14. Governing Law.** Except to the extent governed by the Indiana Franchise Disclosure Law or the Indiana Deceptive Franchise Practices Act, this instrument shall be governed by and construed under the laws of the state in which Franchisee's Protected Territory is, was, or was expected to be, located.

4. Section 15 is hereby deleted in its entirety.

These modifications have been included in this Nondisclosure and Noncompetition as a condition to registration. Oxi Fresh, Franchisee, and Associate do not agree with the above language and believe that each of the provisions of the Nondisclosure and Noncompetition Agreement, including all choice of law and venue provisions, are fully enforceable. Oxi Fresh, Franchisee, and Associate intend to fully enforce all of the provisions of the Nondisclosure and Noncompetition Agreement and all other documents signed by them, including but not limited to, all choice-of-law, venue, arbitration provisions and other dispute avoidance and resolution provisions and to rely on federal pre-emption under the Federal Arbitration Act.

## **NORTH DAKOTA RIDER TO THE NONDISCLOSURE AND NONCOMPETITION AGREEMENT**

1. The North Dakota Securities Commissioner has held the following to be unfair, unjust or inequitable to North Dakota franchisees:

A. Restrictive Covenants: Franchise Disclosure Documents which disclose the existence of covenants restricting competition contrary to Section 9-08-06, N.D.C.C., without further disclosing that such covenants will be subject to this statute.

B. Situs of Arbitration Proceedings: Franchise agreements providing that the parties must agree to the arbitration of disputes at a location that is remote from the site of the franchisee's business.

C. Restrictions on Forum: Requiring North Dakota franchisees to consent to the jurisdiction of courts outside of North Dakota.

D. Applicable Laws: Franchise agreements which specify that they are to be governed by the laws of a state other than North Dakota.

## **WASHINGTON RIDER TO THE NONDISCLOSURE AND NONCOMPETITION AGREEMENT**

1. 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 provisions contained in the Agreement or elsewhere that conflict with these limitations are void and unenforceable in Washington.

2. 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 Agreement or elsewhere are void and unenforceable in Washington.

## **CANADA RIDER TO THE NONDISCLOSURE AND NONCOMPETITION AGREEMENT**

1. Oxi Fresh, the Franchisee, and Associate agree that they shall not be restricted by this Agreement from soliciting or hiring each other's employees to the extent that such restriction would be prohibited by applicable law. Any provision of this Agreement to the contrary is hereby deemed amended accordingly.



**ATTACHMENT D  
TO FRANCHISE DISCLOSURE DOCUMENT**

**STATEMENT OF PROSPECTIVE FRANCHISEE**

**OXI FRESH FRANCHISING CO., INC.**  
**STATEMENT OF PROSPECTIVE FRANCHISEE**

(Note: Dates and answers must be completed in the prospective franchisee's own handwriting.)

Since the prospective franchisee (also called "I/we," in this document) and OXI FRESH FRANCHISING CO., INC. ("Oxi Fresh") both have an interest in making sure that no misunderstanding exist between us, and to verify that no violations of law might have occurred, and understanding that Oxi Fresh is relying on the statements I/we make in this document, I/we advise Oxi Fresh as follows:

A. The following dates and information are true and correct:

1. The date of our first face-to-face meeting with any person to discuss the possible purchase of an OXI FRESH Carpet Cleaning Franchise.  
\_\_\_\_\_
2. The date on which I/we received a Franchise Disclosure Document ("Disclosure Document") providing me/us with information regarding the purchase of an OXI FRESH Carpet Cleaning Franchise.  
\_\_\_\_\_
3. The date when I/we received a fully completed copy (other than signatures) of the Franchise Agreement and all other documents I/we later signed.  
\_\_\_\_\_
4. The earliest date on which I/we signed the Franchise Agreement or any other binding document (not including any Receipt evidencing our receipt of the Disclosure Document).  
\_\_\_\_\_
5. The earliest date on which I/we delivered cash, a check or other consideration to Oxi Fresh, or any other person or company.  
\_\_\_\_\_

B. Representations and Other Matters:

1. No oral, written, visual or other promises, agreements, commitments, representations, understandings, "side deals," options, rights-of-first refusal or agreements of any type, including but not limited to, any which expanded upon or were inconsistent with the Disclosure Document or the Franchise Agreement, have been made to me/us with respect to any matter (including, but not limited to, advertising, marketing, site location and/or development, operational, marketing or administrative assistance, exclusive rights or rights to purchase one or more territories or otherwise) nor have I/we relied in any way on such, except as expressly set forth in the Franchise Agreement or a written Addendum thereto signed by me/us and Oxi Fresh, except as follows:  
\_\_\_\_\_  
\_\_\_\_\_

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(If none, write NONE)

2. No oral, written, visual or other claim, guarantee or representation (including, but not limited to, charts, tables, spreadsheets or mathematical calculations to demonstrate actual or possible results based on a combination of variables, such as multiples of price and quantity to reflect gross sales, or otherwise), which stated or suggested any specific level or range of actual or potential sales, costs, income, expenses, profits, cash flow, tax effects or otherwise (or from which such items might be ascertained), from franchised or non-franchised units, was made to me/us by any person or entity, nor have I/we relied in any way on any such, except for the information expressly set forth in the Disclosure Document, if any, except as follows:

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(If none, write NONE).

3. No contingency, prerequisite, reservation or otherwise exists with respect to any matter (including, but not limited to, my/our obtaining any financing, my/our selection, purchase, lease or otherwise of a location, any operational matters or otherwise) or my/our fully performing any of my/our obligations, nor am I/we relying on Oxi Fresh or any other entity to provide or arrange financing of any type, nor have I/we relied in any way on such, except as expressly set forth in the Franchise Agreement or a written Addendum thereto signed by the me/us and Oxi Fresh, except as follows:

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(If none, write NONE).

4. If the prospective franchisee is a business entity, the individuals signing for the "Prospective Franchisee" constitute all of the executive officers, members, managers, partners, shareholders, investors and/or principals (as applicable) of the Prospective Franchisee and each of such individuals has received the Disclosure Document and all attachments and carefully read, discussed, understands and agrees to the Franchise Agreement and each written Addendum or Attachment.

5. I/we have had an opportunity to consult with an independent professional advisor, such as an attorney or accountant, prior to signing any binding documents or paying any sums, and Oxi Fresh has strongly recommended that I/we obtain such independent professional advice. I/we have also been advised by Oxi Fresh to discuss my/our proposed purchase of, or investment in, an OXI FRESH Carpet Cleaning Franchise with one or more existing OXI FRESH Carpet Cleaning franchisees prior to signing any binding documents or paying any sums and I/we have been supplied with a list of existing OXI FRESH Carpet Cleaning franchisees.

6. I/we understand that entry into any business venture necessarily involves certain risk of loss or failure, that the purchase of an OXI FRESH Carpet Cleaning Franchise (or any other franchise) is a speculative investment, that investment beyond the amounts outlined in the Disclosure Document may be required to succeed, that there exists no

guaranty against possible loss or failure in this or any other business and that the most important factors in the success of any OXI FRESH Carpet Cleaning Franchise, including the one to be operated by me/us, are my/our personal business, marketing, sales, management, judgment and other skills.

If there are any matters inconsistent with the statements in this document, or if anyone has suggested that I sign this document without all of its statements being true, correct and complete, I/we will (a) immediately inform Oxi Fresh's attorney, and (b) make a written statement regarding such next to my signature below so that Oxi Fresh may address and resolve any such issue(s) at this time and before either party goes forward.

I/we understand and agree to all of the foregoing and represent and warrant that all of the above statements are true, correct and complete.

Date: \_\_\_\_\_

PROSPECTIVE FRANCHISEE:

By: \_\_\_\_\_  
Prospective Franchisee

By: \_\_\_\_\_  
Prospective Franchisee

By: \_\_\_\_\_  
Prospective Franchisee

All of the above is true, correct and complete to the best of my knowledge.

Franchise Marketing Representative: \_\_\_\_\_

Reviewed by: \_\_\_\_\_ (Franchisor)

President: \_\_\_\_\_ Franchise Agreement Number: \_\_\_\_\_

**RIDERS TO STATEMENT OF PROSPECTIVE FRANCHISEE  
FOR SPECIFIC STATES**

If any one of the following Riders to the Statement of Prospective Franchisee for Specific States (“Riders”) is checked as an “Applicable Rider” below, then that Rider shall be incorporated into the Statement of Prospective Franchisee above. To the extent any terms of an Applicable Rider conflict with the terms of the Statement of Prospective Franchisee, the terms of the Applicable Rider shall supersede the terms of the Statement of Prospective Franchisee.

**Applicable Rider:**

California

Maryland

OXI FRESH FRANCHISING CO., INC.

By: \_\_\_\_\_

Title: \_\_\_\_\_

\_\_\_\_\_  
Prospective Franchisee

\_\_\_\_\_  
Prospective Franchisee

\_\_\_\_\_  
Prospective Franchisee

CALIFORNIA

1. The words “and to verify that no violations of law might have occurred,” are hereby deleted from the opening paragraph of the Statement of Prospective Franchisee.
2. The words “nor have I/we relied in any way on such, except as expressly set forth in the Franchise Agreement or a written Addendum thereto signed by me/us and Oxi Fresh,” are hereby deleted from Sections B.1, B.2, and B.3 of the Statement of Prospective Franchisee.

MARYLAND

1. This Statement of Prospective Franchisee is not required to be signed by Maryland franchisees or for franchises to be operated in Maryland.

**ATTACHMENT E  
TO FRANCHISE DISCLOSURE DOCUMENT**

**TERRITORY RESERVATION DEPOSIT AGREEMENT**

## TERRITORY RESERVATION DEPOSIT AGREEMENT

This Territory Reservation Deposit Agreement (this “**Deposit Agreement**”) is made and entered into effective on the day and date set forth below (the “**Effective Date**”), by and between OXI FRESH FRANCHISING CO., INC., a Colorado corporation (“**OFFC**”), and the applicant named on the signature page of this Deposit Agreement (the “**Applicant**”).

1. **Payment and Territory Reservation.** On the Effective Date, Applicant will pay OFFC \$5,000 as an entirely non-refundable deposit (the “**Deposit**”) toward the purchase of a franchise (the “**Franchise**”) for the operation of a business providing commercial and residential carpet cleaning and related services under the marks OXI FRESH<sup>®</sup>, OXI FRESH CARPET CLEANING<sup>®</sup>, and related service marks, trademarks and trade names (an “**OXI FRESH Business**”) in the territory set forth on the attached Exhibit E-1 (the “**Reserved Territory**”). In consideration for the payment of the Deposit, OFFC grants Applicant the right, subject to compliance with all of OFFC’s requirements for the award of an OXI FRESH Business franchise, to acquire the Franchise for 90 days following the Effective Date (the “**Reservation Period**”). During the Reservation Period, and subject to Applicant’s compliance with the terms of this Deposit Agreement and all other agreements between Applicant and OFFC, OFFC will not grant a franchise for or operate an OXI FRESH Business that has a territory within or overlapping any portion of the Reserved Territory. Applicant may exercise its right to acquire the Franchise by executing OFFC’s form of Franchise Agreement and other documents required for new OFFC franchisees and paying the initial franchise fee for the purchase of the Franchise in full prior the expiration of the Reservation Period. To enable OFFC to comply with potential disclosure laws and prepare the franchise agreement and related documents for Applicant’s exercise of this right, Applicant must give OFFC written notice of Applicant’s intent to acquire the Franchise at least 20 days in advance of the expiration of the Reservation Period, in accordance with Section 8 below.

2. **Non-Refundability of Deposit.** Applicant and OFFC agree that the Deposit is not intended to be a penalty or forfeiture and is intended, among other things, to compensate OFFC for (i) not selling a franchise covering the Reserved Territory during the Reservation Period, (2) not increasing the initial franchise fee to be paid by Applicant for the Franchise during the Reservation Period, and (3) any delay OFFC may experience in receiving any royalty fee or other income due to its inability to sell a franchise for or operate an OXI FRESH Business in the Reserved Territory during the Reservation Period. THE DEPOSIT IS TOTALLY NON-REFUNDABLE UNDER ANY AND ALL CIRCUMSTANCES AND MAY BE USED ONLY TO PURCHASE THE FRANCHISE FOR THE RESERVED TERRITORY DURING THE RESERVATION PERIOD AT THE INITIAL FRANCHISE FEE SPECIFIED ABOVE.

3. **Failure to Complete Purchase.** In the event that Applicant does not purchase, or is unable to purchase, the Franchise for the Reserved Territory during the Reservation Period for any reason, the entire Deposit will be retained by OFFC. In that event, all of Applicant’s rights and all of OFFC’s obligations will be forever canceled and, subject to applicable law, Applicant will execute a general release, in a form prescribed by OFFC, of any and all claims, known or unknown, against OFFC and its subsidiaries and affiliated companies or their shareholders, officers, directors, members, managers, partners, agents, employees, successors, and assignees (collectively, the “**OFFC Affiliates**”).

4. **Misrepresentations.** If Applicant has made or makes any material misrepresentations or omissions in connection with the application for or purchase of any OXI FRESH Business franchise, OFFC will have no obligation to sell the Franchise to Applicant and OFFC may retain the full Deposit.

5. **Dispute Resolution; Governing Law.** Any dispute, controversy or claim between Applicant or any of Applicant’s shareholders, directors, officers, members, managers, partners,



employees, agents, successors and assignees, as applicable (the “**Applicant Affiliates**”), and OFFC or any of the OFFC Affiliates, arising out of or relating to this Deposit Agreement or any other agreement or document related to this Deposit Agreement will be settled by binding arbitration with the Judicial Arbitrator Group or the American Arbitration Association (“AAA”), as selected by the party submitting the demand. Arbitration proceedings will be conducted in Denver, Colorado, U.S.A. and will be heard by one arbitrator in accordance with the then current rules of AAA that apply to commercial arbitration. The arbitrator shall be a resident of the State of Colorado U.S.A. knowledgeable of Colorado law and fluent in English. The arbitration proceeding and all other hearings shall be conducted in English only, although Applicant shall have the right, at Applicant’s option and sole expense, to have a translator present at the proceeding or other hearings. The expense of a translator shall not be considered attorneys’ fees or court costs awardable to the prevailing party in arbitration or litigation pursuant to Section 9 below. The decision as to whether a claim is subject to mandatory arbitration shall be made by an arbitrator, not a court. The United States Federal Arbitration Act shall govern all questions about the enforceability and scope of the dispute resolution procedures in this Deposit Agreement, and all other matters will be governed by the laws of the State of Colorado, U.S.A. Any arbitration award shall be based on established law and shall not be made on broad principles of justice and equity.

6. **Confidential Information.** Applicant acknowledges that it has received proprietary information of OFFC by participating in OFFC’s training program, including but not limited the licensed methods and proprietary information for the operation of an OXI FRESH Business, marketing methods, information contained in the OXI FRESH Operations Manuals, and other information OFFC considers a trade secret or proprietary (the “**Confidential Information**”). Applicant will treat all Confidential Information as proprietary and confidential, and will not use or duplicate such information in an unauthorized manner or disclose the information to any unauthorized person, including in any business that may be competitive with OFFC, without first obtaining OFFC’s written consent. Applicant acknowledges that any unauthorized use or disclosure of the Confidential Information will result in irreparable harm to OFFC.

7. **Noncompetition Covenant.** Applicant acknowledges that, due to the disclosure of the Confidential Information by OFFC to Applicant, any participation by Applicant or the Applicant Affiliates in a business in competition with OFFC or its franchisees would unfairly harm OFFC and its franchisees. Therefore, if Applicant does not acquire the Franchise during the Reservation Period or if this Deposit Agreement is terminated for any other reason, then for a period of two years commencing on the expiration of the Reservation Period or the termination of this Deposit Agreement, neither Applicant nor any of the Applicant Affiliates, will (a) attempt to employ or employ (either directly or indirectly) any franchisees of OFFC or any employees, agents, or representatives of OFFC or of any of OFFC’s franchisees; (b) divert or attempt to divert any business related to OFFC or any of OFFC’s franchisees or any client or account of OFFC or any of OFFC’s franchisees; or (c) have any direct or indirect controlling interest in or perform services as a director, officer, manager, employee, consultant, representative, agent or otherwise for any business which is the same as or substantially similar to an OXI FRESH Business, including but not limited to a business that provides services related to the inspection and cleaning of commercial and/or residential carpets, rugs, upholstery, tile and grout, and hardwood flooring, and ancillary products, or grants franchises or licenses to others to operate such a business, within a 20-mile radius of the Reserved Territory or the territory of any OXI FRESH Business owned by OFFC, any affiliate of OFFC, or any franchisee of OFFC. Applicant expressly acknowledges that Applicant and the Applicant Affiliates possess business and career skills and abilities of a general nature and have other opportunities for exploiting such skills. Consequently, enforcement of the covenants made in this Section will not deprive them of their personal goodwill or ability to earn a living.

8. **Notices.** All notices, requests, demands, statements, or consents made under this Deposit Agreement, including Applicant’s notice of its election to purchase the Franchise during the Reservation

Period, will be given in writing, by personal delivery, certified mail, return receipt requested, e-mail or an overnight delivery service providing documentation of receipt, at the address set forth below the signatures of OFFC and Applicant respectively hereto or at such other addresses as OFFC or Applicant may designate from time to time. Notice will be effectively given when personally delivered or delivered by e-mail to the proper e-mail address. If the Reserved Territory is in the United States, notice will be effectively given three days after being deposited in the United States mail, with proper address and postage prepaid, or one day after being deposited with the overnight delivery service, as may be applicable. If the Reserved Territory is outside of the United States, notice will be effectively given seven days after being deposited in the United States mail, with proper address and postage prepaid, or three days after being deposited with the overnight delivery service, as may be applicable.

9. **Miscellaneous.** Neither this deposit nor any rights associated with it are assignable by Applicant without the prior written consent of OFFC, which may be withheld in its sole and absolute discretion. This Deposit Agreement embodies the entire agreement and understanding between Applicant and OFFC and supersedes all prior agreements and understandings related to the subject matter hereof. However, nothing in this Deposit Agreement is intended to disclaim any representations made by OFFC in the franchise disclosure document provided to Applicant. No amendment to this Deposit Agreement will be binding unless it is in writing and signed by an officer of OFFC. If any provision of this Deposit Agreement shall be held by an arbitrator or a court of competent jurisdiction to be invalid, illegal or unenforceable as written, the parties authorize and request such arbitrator or court to modify such provision so as to make such provision enforceable and to best carry out the intent of the parties, or to deem such provision severed from this Deposit Agreement if it cannot be so modified. The holding, declaration or pronouncement shall not adversely affect any other provisions of this Deposit Agreement, which shall otherwise remain in full force and effect. In the event of any arbitration or litigation between Applicant and OFFC and/or the OFFC Affiliates based upon an alleged breach or default in their respective obligations to be fulfilled pursuant to this Deposit Agreement, the prevailing party(ies) in the action shall be entitled to recover attorneys' fees and court costs from the non-prevailing party(ies). Sections 5, 6, and 7 of this Deposit Agreement will continue in full force and effect subsequent to and notwithstanding the expiration or termination of this Deposit Agreement. This Deposit Agreement may be executed in any number of counterparts and via electronic signatures, and all signed counterparts shall be deemed to be an original. Executed facsimile copies and electronic signatures shall be deemed originals for all purposes.

The parties have signed this Deposit Agreement on the \_\_\_\_ day of \_\_\_\_\_, 202\_\_.

**OXI FRESH:**

OXI FRESH FRANCHISING CO., INC.,  
a Colorado corporation

By: \_\_\_\_\_  
Its: \_\_\_\_\_

Address for Notice:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado, U.S.A. 80228  
E-Mail Address: info@oxifresh.com

**APPLICANT:**

\_\_\_\_\_  
a \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_

Address for Notice:  
\_\_\_\_\_  
E-Mail Address: \_\_\_\_\_

**EXHIBIT E - 1**

**RESERVED TERRITORY**

*[insert territory]*

**ATTACHMENT F  
TO FRANCHISE DISCLOSURE DOCUMENT**

**FORM OF SUCCESSOR FRANCHISE RIDER  
TO FRANCHISE AGREEMENT**

**FORM OF SUCCESSOR FRANCHISE RIDER  
TO FRANCHISE AGREEMENT**

**OXI FRESH FRANCHISING CO., INC.**, a Colorado corporation (“**OFFC**”), and the undersigned franchisee (“**Franchisee**”) entered into that certain Oxi Fresh Franchise Agreement (“**Agreement**”) contemporaneously herewith, and desire to supplement and amend certain terms and conditions of such Agreement by this Successor Franchise Rider to Franchise Agreement (“**Rider**”). The parties therefore agree as follows:

1. **Term.** **Section 3.1** of the Agreement is hereby deleted in its entirety with the following substituted in its place:

**3.1. Term.**

The term of this Agreement shall commence on \_\_\_\_\_, 202\_\_ (the “**Commencement Date**”) and is for a period of seven years from the Commencement Date, unless sooner terminated as provided herein. Franchisee agrees to operate the OXI FRESH Business for the entire term of this Agreement.

2. **Initial Franchise Fee.** **Section 5.1** of the Agreement and **Paragraph 4** of the Addendum to Franchise Agreement (“**Addendum**”) are hereby deleted in their entirety, with the following substituted in the place of **Section 5.1**:

**5.1. Successor Franchise Fee.**

Franchisee will pay OFFC a successor franchise fee in the amount of \$ \_\_\_\_\_, which shall be due and payable upon execution of this Agreement. Franchisee acknowledges and agrees that the successor franchise fee represents payment for the grant of successor franchise rights, that OFFC has earned the successor franchise fee upon receipt thereof, and that the successor franchise fee is not refundable to Franchisee once paid.

3. **Initial and Advanced Training.** **Sections 6.1, 6.2,** and **6.3.a** of the Agreement are hereby deleted in their entirety. Franchisee specifically acknowledges that it has already received training from OFFC and it is not entitled to the Initial Training Program, as defined in **Section 6.1** of the Agreement, or the Advanced Training Program, as defined in **Section 6.3.a** of the Agreement, as a result of this exercise of successor franchise rights. OFFC may require any other representative(s) of Franchisee to attend and satisfactorily complete (at OFFC’s sole determination) the Initial Training Program and the Advanced Training Program. If, under the terms of the Agreement or otherwise, Franchisee needs or desires to have persons attend OFFC’s Initial Training Program or Advanced Training Program, then Franchisee must pay the then current rate charged by OFFC for those persons, in addition to all wages, travel and living expenses incurred in connection with their attendance at the Initial Training Program and Advanced Training Program, without any reimbursement by OFFC. Notwithstanding the foregoing, the definitions of “**Operations Manager**,” “**Initial Training Program**,” and “**Advanced Training Program**,” as provided in **Sections 6.1** and **6.3.a**, shall remain effective and have the meaning set forth therein.

4. **Commencement of Operations and Active Operations.** Sections 7.3 and 7.4 of the Agreement are hereby deleted in their entirety, with the following substituted in the place of Section 7.4:

7.4. **Active Operations.**

Unless otherwise agreed in writing by OFFC and Franchisee, Franchisee must actively promote and continue to operate its OXI FRESH Business in accordance with the Operations Manual and this Agreement; unless OFFC gives its prior written consent to Franchisee to temporarily suspend its operations, which consent may be withheld by OFFC for any reason.

5. **OFFC's Development Assistance.** Article 8 of the Agreement is hereby deleted in its entirety. Franchisee acknowledges that it has previously received the development assistance set forth in Article 8, and it is not entitled to additional development assistance as a result of this exercise of successor franchise rights. Notwithstanding the foregoing, the definitions of "Scheduling Center," "Oxi Fresh Scheduling and Marketing System," "Co-Op Line," and "Market Expansion Line" as provided in Section 8.1, shall remain effective and have the meaning set forth therein. OFFC or its designee will sell to Franchisee additional carpet cleaning machines with sprayers and brushes, tile and grout brushes, upholstery cleaning machines, hardwood floor cleaning machines, vacuum cleaners, other cleaning machines if available, and cleaning agents requested by Franchisee. Franchisee must use the Scheduling Center to schedule all of its appointments. OFFC may suspend Franchisee's membership and schedule with the Scheduling Center and the Oxi Fresh Scheduling and Marketing System at any time Franchisee is in default of its obligation to pay the Job Fee or any other fee or amount due to OFFC in addition to any other rights or remedies OFFC may have. Franchisee must have at least one Co-Op Line for each Franchise it acquires. Franchisee may acquire additional Co-Op Lines for an increased Job Fee. Franchisee may also acquire Market Expansion Lines for an increased Job Fee. Franchisee acknowledges as between OFFC and Franchisee, OFFC has the sole rights to, and interest in, all Co-Op Lines and Market Expansion Lines. In the event that OFFC's telephone carrier does not have coverage within the Protected Territory, Franchisee will be required to obtain a local telephone line for the required Co-Op Line for each Franchise and any additional telephone line desired, arrange for the connection of the line to the Scheduling Center, and, unless OFFC specifies otherwise in its discretion, reassign the line to OFFC's telephone carrier and transfer the rights in the line to OFFC, at which point the local line will be deemed a Co-Op Line or Market Expansion Line to be provided by OFFC to Franchisee.

6. **Operations Manual.** Franchisee acknowledges that it has already received a copy of OFFC's Operations Manual and it will not be entitled to another copy thereof as a result of this exercise of successor franchise rights. Section 9.1 of the Agreement is hereby modified accordingly.

7. **OFFC's Available Services.** Section 10.1.a of the Agreement is hereby deleted in its entirety with the following substituted in its place:

a. Provide continuing courses of training, including the Commercial/Pull System Training Program if requested by Franchisee, at times and locations designated by OFFC, in accordance with Section 6.3.

8. **Payments to OFFC.** Section 12.5.a of the Agreement is hereby deleted in its entirety with the following substituted in its place:

a. Franchisee shall pay the Royalty Fees to OFFC in advance by the fifth day of each month. Franchisee shall pay the Advertising and Technology Fees to OFFC by the 15<sup>th</sup> day of each month, based on the Gross Revenues of the preceding month as reported through the Scheduling Center. Franchisee shall pay the Job Fee for each month on the fifth day of the following month.

9. **Release.** Franchisee for itself, its employees, officers, directors, shareholders, members, managers, partners, agents, representatives, successors and assigns, hereby fully and forever unconditionally releases and discharges OFFC, its affiliated companies and their employees, officers, directors, shareholders, members, managers, partners, agents, representatives, successors and assigns (collectively referred to as the “**OFFC Parties**”) from any and all claims, demands, obligations, actions, liabilities and damages of every kind and nature whatsoever, in law or in equity, whether known or unknown to it, which it may now have against OFFC or the OFFC Parties, or which may hereafter be discovered, in connection with, as a result of, or in any way arising from, any relationship or transaction with OFFC or the OFFC Parties, however characterized or described, from the beginning of time until the date of this Agreement.

10. **Effectiveness of Agreement.** The terms and conditions of this Rider are in addition to or in explanation of the existing terms and conditions of the Agreement and shall prevail over and supersede any inconsistent terms and conditions thereof.

Fully executed this \_\_\_\_ day of \_\_\_\_\_, 202\_\_.

**OFFC:**  
**OXI FRESH FRANCHISING CO., INC.,**  
a Colorado corporation

**FRANCHISEE:**  
IF AN INDIVIDUAL:

By: \_\_\_\_\_  
Date: \_\_\_\_\_

\_\_\_\_\_  
Franchisee, Individually

Print Name: \_\_\_\_\_

IF A PARTNERSHIP, CORPORATION  
OR OTHER ENTITY:

\_\_\_\_\_

By: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

**ATTACHMENT G  
TO FRANCHISE DISCLOSURE DOCUMENT**

**CURRENT FORM OF GENERAL RELEASE**



**THE FOLLOWING FORM OF GENERAL RELEASE AGREEMENT IS A SAMPLE OF OUR CURRENT FORM OF GENERAL RELEASE AGREEMENT. THIS AGREEMENT IS OFTEN MODIFIED TO CONFORM TO THE FACTS SURROUNDING THE EVENT OR INCORPORATED INTO A LARGER AGREEMENT WHICH MORE PRECISELY ADDRESSES THE EVENT. WE MAKE NO REPRESENTATION OR GUARANTY THAT THE GENERAL RELEASE AGREEMENT YOU MAY BE REQUIRED TO SIGN WILL BE IDENTICAL TO THE GENERAL RELEASE AGREEMENT SET FORTH BELOW.**

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### **GENERAL RELEASE AGREEMENT**

THIS GENERAL RELEASE AGREEMENT (this "Agreement") is made as of \_\_\_\_\_, 202\_\_ by and between OXI FRESH FRANCHISING CO., INC., a Colorado corporation ("OFFC"), and \_\_\_\_\_, a(n) \_\_\_\_\_ ("Franchisee").

### **RECITALS**

- A. OFFC and Franchisee entered into that certain Franchise Agreement dated \_\_\_\_\_, 202\_\_, (the "Franchise Agreement").
- B. Franchisee desires to \_\_\_\_\_ its rights and obligations under Franchise Agreement.
- C. As a condition to the \_\_\_\_\_ of Franchisee's rights and obligations under the Franchise Agreement, OFFC requires Franchisee to execute this Agreement.

### **AGREEMENT**

NOW, THEREFORE, in consideration of the terms and conditions set forth below, and other good and valuable consideration, the receipt, adequacy and sufficiency of which are acknowledged, the parties hereto, intending to be legally bound, agree as follows:

1. **Release.** Franchisee for itself, its employees, officers, directors, shareholders, members, managers, partners, agents, representatives, successors and assigns, hereby fully and forever unconditionally releases and discharges OFFC, its affiliated companies and their employees, officers, directors, shareholders, members, managers, partners, agents, representatives, successors and assigns (collectively referred to as the "**OFFC Parties**") from any and all claims, demands, obligations, actions, liabilities and damages of every kind and nature whatsoever, in law or in equity, whether known or unknown to it, which it may now have against OFFC or the OFFC Parties, or which may hereafter be discovered, in connection with, as a result of, or in any way arising from, any relationship or transaction with OFFC or the OFFC Parties, however characterized or described, from the beginning of time until the date of this Agreement.

2. **Notice.** Any notice, request, demand, statement or consent made under this Agreement shall be in writing and shall be personally delivered or sent by registered or certified mail, return receipt requested, and shall be deemed given when personally delivered or three days after deposit in the United States Mail, postage prepaid, and properly addressed to the other party at its address as set forth below. Each party may designate a change of address by notice to the other party in accordance with this Section.

If to Franchisee:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

If to OFFC:

Oxi Fresh Franchising Co., Inc.  
143 Union Boulevard, Suite 825  
Lakewood, Colorado, U.S.A. 80228  
Attention: Jonathan Barnett

3. Colorado Laws. This Agreement shall be interpreted by the laws of the State of Colorado. Should any provision of this Agreement be found to violate the statutes or court decisions of the State of Colorado or of the United States, that provision shall be deemed to be amended to comply with and conform to such statutes or court decisions to affect the intent of the parties hereto.

4. Binding Effect. This Agreement shall be binding upon and inure to the benefit of the successors, assigns, trustees, receivers, personal representatives, legatees and devisees of the parties.

5. Attorneys' Fees. Each party shall be responsible for paying its and his or her own costs and expenses incurred in the preparation of this Agreement. However, in the event of any litigation between the parties based upon an alleged breach or default in their respective obligations to be fulfilled pursuant to this Agreement, the prevailing party in the action shall be entitled to recover attorney's fees and court costs from the non-prevailing party(ies).

6. Entirety. This Agreement embodies the entire agreement and understanding between the parties and supersedes all prior agreements and understandings related to the subject matter hereof.

**FOR WASHINGTON FRANCHISEES ONLY:**

*A release or waiver of rights executed by a franchisee may not include rights under the Washington Franchise Investment Protection Act, RCW 19.100, or any rule or order thereunder except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel.*

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

**OFFC:**

**FRANCHISEE:**

**OXI FRESH FRANCHISING CO., INC.**

\_\_\_\_\_

By: \_\_\_\_\_  
Jonathan L. Barnett, President

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**ATTACHMENT H  
TO FRANCHISE DISCLOSURE DOCUMENT**

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# Cleaning System Manual

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**ATTACHMENT I  
TO FRANCHISE DISCLOSURE DOCUMENT**

**LIST OF FRANCHISEES**

**LIST OF FRANCHISEES**  
**As of December 31, 2023**

The franchisees in this list are ordered and organized based on their territories, which are stated in underline above the franchisees' names. As OXI FRESH Businesses are service-based franchises where the services are performed at the customer's location, many franchisees have addresses outside of their territories.

**UNITED STATES**

**Alabama**

Huntsville

Todd Abbott  
512 Woodland Hills Dr.  
Oxford, MS 38655  
Ph: 573-694-9635

Mobile

Amy Senna  
4595 Smith Rd.  
Codan, AL 36523  
Ph: 251-635-6537

Wiregrass

John Q. Laseter  
3610 Oak Ridge Ln.  
Dothan, AL 36303  
Ph: 334-828-1740

**Alaska**

Anchorage

Elijah Pena  
5695 Grand Teton Loop  
Eagle River, AK 99502  
Ph: 907-830-0020

**Arizona**

Gilbert

Justin Dye  
224 E. Bruce Ave.  
Gilbert, AZ 85234  
Ph: 520-661-2775  
(3 Franchises)

Maricopa

Isaac Jackson  
43476 W. Caven Dr.  
Maricopa, AZ 85138  
Ph: 414-943-3237

Northern Arizona

Natalie Ehrlich  
1201 East Cinnabar Avenue #563  
Phoenix, AZ 85020  
Ph: 602-430-7212  
(2 Franchises)

Tucson

Chad Stephens  
4318 E. La Jolla Circle  
Tucson, AZ 85711  
Ph: 360-739-1510  
(2 Franchises)

Yuma

Sergio Leon  
1389 W. 32nd Pl.  
Yuma, AZ 85365  
Ph: 928-366-4471

**Arkansas**

Little Rock

Laurie Laing  
143 Hickory Creek Circle  
Little Rock, AK 72212  
Ph: 501-316-9738  
(2 Franchises)

Port Smith

Luke & Mandi Erickson  
14550 S. Vandalia Ave.  
Bixby, OK 74008  
Ph: 918-644-3190

Rogers

Bill Sakalares  
5718 Berry Farms Dr.  
Rogers, AR 72758  
Ph: 479-636-1301

**California**

**Beach Cities**

Larry and Jane Killian  
4609 W. 191st St.  
Torrance, CA 90503  
Ph: 310-944-0713  
(2 Franchises)

**Carlsbad**

Brooke Eastman  
6217 Lakewood St.  
San Diego, CA 92122  
Ph: 619-302-8388

**Chula Vista**

Phillip Morgan  
2441 Cardinal Dr Apt. 5  
San Diego, CA 92123  
Ph: 619-636-2144  
(3 Franchises)

**Diablo Valley**

Rob & Mary Cole  
10 Lindsey Ct.  
Pleasant Hill, CA 94523  
Ph: 925-548-5072  
(3 Franchises)

**Escondido**

Dawn Gast  
663 S. Rancho Santa Fe #638  
San Marcos, CA 92078  
Ph: 760-443-4892

**Fullerton**

Kristoffer Barcarse  
3110 Jicarilla Dr.  
Fallbrook, CA 92028  
Ph: 619-933-5979

**Hercules**

Benjamin Cardona  
154 Fawcett  
Hercules, CA 94547  
Ph: 415-939-6640

**Long Beach**

Vimmy Flores  
2999 E. Ocean Blvd. #240  
Long Beach, CA 90803  
Ph: 562-746-4557

**Los Angeles**

Sadegh Chamran  
1401 21st St., STE R  
Sacramento, CA 95811  
Ph: 902-233-9286  
(3 Franchises)

**Monterey Peninsula**

Michael Melicia and Bixby Ramsey  
24560 Silvercloud Ct. Suite 102  
Monterey, CA 93940  
Ph: 831-646-2099  
(2 Franchises)

**Orange County**

Kyle Howard  
9690 Shimizu River Circle  
Fountain Valley, CA 92708  
Ph: 781-405-7991

**Lance Stubblefield**

6601 Reynard Dr.  
Springfield, VA 22152  
Ph: 240-481-1887  
(3 Franchises)

**Oxnard**

Eduardo Mejia  
1698 San Gabriel Ave.  
Ventura, CA 93004  
Ph: 805-861-4443

**Palm Desert**

John Briscoe  
35422 Date Palm St.  
Winchester, CA 92596  
Ph: 951-750-2583  
(2 Franchises)

**Petaluma Napa**

John Stave  
979 Langhart Ct.  
Healdsburg, CA 95448  
Ph: 720-326-9722

Sacramento

Patrick Ferguson  
2147 South Sycamore Ave.  
Sacramento, CA 90016  
Ph: 701-340-2762  
(3 Franchises)

San Diego

Dimitri Mitchell and Calvin Nelms  
311 Date St.  
Chula Vista, CA 91911  
Ph: 334-224-2421

Santa Maria

Matt Wisener  
2030 Calle Mirasol  
Santa Maria, CA 93458  
Ph: 805-878-7746  
(2 Franchises)

San Rafael

Lowell Wheelchel  
110 Ross Ave.  
San Anselmo, CA 94960  
Ph: 925-413-3151  
(2 Franchises)

Sherman Oaks

Mauricio and Marco Salazar  
14205 Burbank Blvd. #2  
Sherman Oaks, CA 91401  
Ph: 323-274-8412

Stockton

David Chavez  
9136 Valley Oak Dr.  
Stockton, CA 95209  
Ph: 209-329-4340

Suisun City

Shawntel & Taj Ridgle  
602 Humbolt Dr.  
Suisun City, CA 94585  
Ph: 315-804-9770

Temecula

David Liddicoat  
2715 Benmore Ct.  
Zionsville, IN 46077  
Ph: 317-417-7890

Tri-Valley

Saddiqa Aziz  
838 Holdenhurst Ln.  
Patterson, CA 95363  
Ph: 925-399-9417

Tulare

Shannon Lovering  
1453 E. Tulare Ave.  
Tulare, CA 93274  
Ph: 559-688-7411

Tustin

David and Kevin Hoang  
25415 Celtic Terrace Dr.  
Katy, TX 77494  
Ph: 714-251-1017  
(6 Franchises)

Woodland Hills

Fred Nalbardian and Sahar Faal  
6250 Canoga Ave., #384  
Woodland Hills, CA 91367  
Ph: 909-227-7775

Colorado

Aurora

Jake Schermer  
1943 Hooker St.  
Denver, CO 80204  
Ph: 417-300-7887  
(2 Franchises)

Boulder

Matt Kline  
2789 Ironwood Circle  
Erie, CO 80561  
Ph: 720-837-0765  
(Owned by an officer of ours and listed in Item  
20 Table No. 4 as a "Company-Owned" outlet)  
(2 Franchises)

Castle Rock/Parker

Troy Kittleson  
623 E. Center Ave.  
Denver, CO 80209  
Ph: 303-777-5326  
(1 Franchises)

Colorado Springs

Randy Trost  
7494 Paleo Way,  
Colorado Springs, CO 80908  
Ph: 719-641-7205  
(2 Franchises)

Lakewood

Frank Souk  
10205 West Warren Drive  
Lakewood, CO 80227  
Ph: 720-280-5121  
(3 Franchises)

Pueblo

Cameron Welch, Jim Hagel, and Kris Antolak  
1250 W. 12th Ave.,  
Broomfield, CO 80020  
Ph: 720-231-9250  
(Owned by an officer of ours and listed in Item  
20 Table No. 4 as a "Company-Owned" outlet)

The Rockies

Charles Taylor  
16068 River Ridge Tr.  
Linden, MI 48451  
Ph: 574-329-0081  
(2 Franchises)

Connecticut

New Haven

Michael D'Angelo, Matt D'Angelo, and Rodney  
Galella  
1010 Hoop Pole Rd.  
Guilford, CT 06437  
Ph: 631-877-4632

Ridgefield

Hikan Bilal  
9 Honeysuckle Ln.  
Ridgefield, CT 06877  
Ph: 203-207-1273  
(2 Franchises)

Delaware

Wyoming

Robert Ware  
11550 Willow Grove Road  
Wyoming, DE 19934  
Ph: 302-363-1900

District of Columbia

District of Columbia

Adeel Kamran Gil and Tashreen Shamai  
11415 North Star Drive.  
Fort Washington, MD 20744  
Ph: 443-454-6780

Fred Brewster

42222 Amber Grove Terrace  
Brambleton, VA 20148  
Ph: 240-601-5231

Florida

Boca Raton

Dan Lynch  
6093 Bahia Del Mar Circle, Unit 676, St.  
Petersburg, FL 33715  
Ph: 904-671-3618  
(2 Franchises)

Bradenton

Nate Brown and Alissa MacTaggart  
9111 71st Ave. E.  
Palmetto, FL 34221  
Ph: 727-459-1523

Dade City

Justin Ratcliffe  
8261 NW 182nd St.  
Hialeah, FL 33015  
Ph: 305-742-6824

Miami

Patrick Luthy  
1444 Robbia Ave.  
Miami, FL 33196  
Ph: 786-218-0355  
(7 Franchises)

Naples

James Patrick Howe  
280 W. Old Woodward Ave., #12  
Birmingham, MI 48009  
Ph: 248-835-2068  
(4 Franchises)

New Smyrna Beach

William Chambers  
3637 Casalta Circle  
New Smyrna Beach, FL 32168  
Ph: 386-847-7005

Orlando

Daniel Coriano and Keri Sundin  
2096 Monterey Dr.  
Deltona, FL 32738  
Ph: 386-562-4672

Eddy Sallault

1688 Meridian Ave. Suite 420  
Miami Beach, FL 33139  
Ph: 786-757-4703

Ken Taylors and Chris Bright

1224 Catherine St.  
Orlando, FL 32801  
Ph: 407-912-5759  
(2 Franchises)

Palm Coast

Joshua Stamm and Mariel Talpacido  
540 Loxley Ct.  
Titusville, FL 32780  
Ph: 321-543-0609

Pensacola

David Crantz  
8007 Northpointe Blvd.  
Pensacola, FL 32514  
Ph: 253-223-9148  
(2 Franchises)

Sarasota

Stacy Grillo and Scott Slavin  
4679 Canvas Ct.  
Sarasota, FL 34240  
Ph: 617-733-5069  
(2 Franchises)

St. Johns

Sean & Christina Rotolo  
7000 Rosabella Circle  
Jacksonville, FL 32358  
Ph: 904-385-3590  
(5 Franchises)

St. Petersburg

Janean and Kerry Davis  
1659 2nd St. #111  
Sarasota, FL 34236  
Ph: 407-484-2151

Tampa

Matt Anderson  
10012 Smarty Jones Drive  
Ruskin, FL 33573  
Ph: 813-600-7308

Greg Kindl and Patricia Kindl

112 Judah Ct.  
Trenton, TX 75490  
Ph: 319-400-2277

Tampa Bay

Terry Driggs, Jr. and Meghan Driggs  
8806 Heather Glen Ct.  
Tampa, FL 33647  
Ph: 813-7908-881  
(2 Franchises)

Wesley Chapel

Rick Braun  
4860 San Martino Dr.  
Wesley Chapel, FL 33543  
Ph: 813-777-6292

Winter Park

Sable Monique Devine  
511 Ashley Creek Ct.  
Stone Mountain, GA 30083  
Ph: 689-444-8310

Georgia

Atlanta

David DeAndre Phinnessee and Andrea Woods  
3832 Radcliffe. Blvd.  
Decatur, GA 30034  
Ph: 865-441-5837  
(2 Franchises)

Columbus

Zach Ziegler and James Lanier Olliff  
65 Irby Ave. NW 807  
Atlanta, GA 30305  
Ph: 678-662-2253

Dalton

Scott Phillips  
106 Belvoir Ave.  
Chattanooga, TN 37411  
Ph: 423-503-4736

Golden Isles

Chadwick Edwards  
304 Anguilla Ave.  
St. Simons Island, GA 31522  
Ph: 912-399-7210

Johns Creek

Victor Olufosoye  
2985 Apremont Dr.  
Cummins, GA 30041  
Ph: 770-309-2650  
(2 Franchises)

Kennesaw

Jeremy & Kimi Brown  
3810 Whithorn Way  
Kennesaw, GA 30152  
Ph: 334-517-5607  
(4 Franchises)

Loganville

Jacob Thomas  
6301 Pierless Ave.  
Sugar Hill, GA 30518  
Ph: 909-587-3227

Northwest Georgia

Ralph Sorrentino  
105 Westwood Dr.  
Calhoun, GA 30701  
Ph: 678-438-1726

Idaho

Boise

S. Andrew Radke  
1860 E. Kamay Dr.  
Meridian, ID 83646  
Ph: 208-859-5825  
(2 Franchises)

Idaho Falls

Mike Commons  
PO Box 874  
Salmon, ID 83467  
Ph: 208-252-4026

Illinois

Chicago

Lance Stubblefield  
23 Canterbury Sq. 202  
Alexandria, VA 22304  
Ph: 404-642-3670  
(9 Franchises)

Edwardsville

Charles and Jesse Keyser  
510 B Beadle Dr.  
Carbondale, IL 62901  
Ph: 618-559-5533

Greater Rockford

Todd Rutherford  
18619 Altenburg Rd.  
Harvard, IL 60033  
Ph: 847-417-5251

Gurnee

Salvador Aguilar  
388 Johelia Trail  
Antioch, IL 60002  
Ph: 847-401-1635  
(2 Franchises)

Naperville

Maruska Stubblefield  
6058 Haverhill Ct.  
Springfield, VA 22152  
Ph: 240-481-1887

The North Shore

Mike Marchi  
6870 N. Mealpin Ave.  
Chicago IL 60646  
Ph: 708-257-6930

Ottawa

Doug Peed  
2128 Cottonwood Dr.  
Ottawa, IL 61350  
Ph: 815-228-4579

Quincy

Brian and Crissie Duran  
1675 Maine St  
Quincy, IL 62301  
Ph: 217-592-2954

**Indiana**

Evansville

George Guzman  
1701 N. Meadow Rd.  
Evansville, IN 47715  
Ph: 806-746-7396

Fishers

David Morgan and Marcus Zimmerman  
11370 Wilderness Trail  
Fishers, IN 46038  
Ph: 765-914-6745  
(3 Franchises)

Greenwood Franklin

Corry Stalcup  
4047 Peterman Ct.  
Greenwood, IN 46142  
Ph: 317-557-9256  
(3 Franchises)

Jasper

Chris Gehlhausen  
3115 Howard Dr.  
Jasper, IN 47546  
Ph: 812-631-2171

Muncie

Thomas Crowell  
12343 Bersdale Dr.  
Indianapolis, IN 46235  
Ph: 317-366-7805

Munster

David Sabotka  
9917 Margo Ln.  
Munster, IN 46321  
Ph: 708-207-4815

**Iowa**

Des Moines

Mike Tidman  
312 2nd Ave. NW  
Bondurant, IA 50035  
Ph: 515-419-0683

Iowa City

Ryan Koller  
1092 Walnut Ave. #111  
Riverside, IA 52327  
Ph: 319-321-9494

**Kansas**

Kansas City

Spencer Kaufman  
14922 S. Dawson St.  
Olathe, KS 66061  
Ph: 815-565-6555  
(3 Franchises)

Wichita

Eric Fahnestock  
15168 E. Sundance Ct.  
Wichita, KS 67230  
Ph: 316-655-4303  
(2 Franchises)

**Kentucky**

Covington

Matthew Kunkel  
4892 Hunt Rd. Apt 210  
Blue Ash, OH, 45242  
Ph: 513-276-5466



Lexington

Mac McEndree  
1853 Ashby Rd.  
Lawrenceburg, KY 40342  
Ph: 502-604-3393  
(2 Franchises)

Lexington

Tate Spivey  
4042 Palmetto Dr.  
Lexington, KY 40513  
Ph: 859-613-2733  
(4 Franchises)

Louisiana

Baton Rouge

Larry Williams  
18145 River Birch Dr.  
Prairieville, LA 70769  
Ph: 214-762-6993  
(2 Franchises)

Covington

Jose Perez  
6 Trinidad Drive  
Kenner, LA 70065  
Ph: 504-450-2888

New Orleans

Jose Perez  
6 Trinidad Drive  
Kenner, LA 70065  
Ph: 504-450-2888  
(2 Franchises)

Texarkana

Michael Rayburn  
7888-TC Americana Circle  
Glen Burnie, MD 21060  
Ph: 903-556-4275

Maine

Scarborough

Bert Cook  
27 Coulthard Farms Rd  
Scarborough, ME 04074  
Ph: 207-650-5909

Maryland

Alexandria

Lance Stubblefield and Maruska Stubblefield  
23 Canterbury Sq. 202  
Alexandria, VA 22304  
Ph: 404-642-3670

Baltimore

Iness & Derek Teel  
1016 Chestnut Haven Ct.  
Baltimore, MD 21226  
Ph: 443-529-2808  
(2 Franchises)

Keith Whitelock  
8121 Woodloo Ct.  
Ellicott City, MD 21043  
Ph: 301-333-8817

John Stilling  
403 Chestnut Hill Rd.  
Forest Hills, MD 21050  
Ph: 806-746-7396

Beltsville

Fred Brewster  
42222 Amber Grove Terrace  
Brambleton, VA 20148  
Ph: 240-601-5231  
(2 Franchises)

Bethesda

Alex Guerra  
3936 Travis St. #101  
Dallas, TX 75204  
Ph: 214-636-1311

Ellicott City

Earl Robinson  
8509 Dorsey Spring Ct.  
Ellicott City, MD 21043  
Ph: 410-979-7740  
(4 Franchises)

Fort Washington

Adeel Kamran Gil and Tashreen Shamai  
11415 North Star Drive.  
Fort Washington, MD 20744  
Ph: 443-454-6780  
(2 Franchises)

Silver Spring  
Chrissy Marriner  
1101 River Rd.  
Sykesville, MD 21784  
Ph: 615-290-2886  
(2 Franchises)

Southern Maryland  
James Hubbard  
23 Offshore Lane.  
Berlin, MD 21811  
Ph: 443-610-8718

Massachusetts  
Boston North  
Andrew Larkin  
2680 Hartford Ave. Unit 32  
White River Jct., VT 05001  
Ph: 303-818-4992

Franklin  
Mike Carlson  
21 Witek St.,  
Uxbridge, MA 01569  
Ph: 508-954-6874

North Boston  
Todd Sacco  
41 Emerson Rd.  
Winthrop, MA 02152  
Ph: 617-839-7000

Springfield  
Michael Stirlacci  
8 Meadow View Rd.  
Wilbraham, MA 01095  
Ph: 413-237-3267

Michigan  
Ann Arbor  
Alex Fayard  
1713 Palm St.  
Metaire, LA 70001  
Ph: 216-666-1717

Detroit  
Jamal Belcher  
7232 N. Vernon St.  
Dearborn Heights, MI 48127  
Ph: 313-505-7727

Fenton  
Marissa Brenton  
3466 Meinrad Dr.  
Waterford, MI 48329  
Ph: 810-689-6759

Grand Rapids  
Baochau Trong  
1124 Albers St. SW,  
Wyoming, Michigan 49509  
Ph: 616-328-2211  
(2 Franchises)

Kalamazoo  
Bryan Bailey  
2891 Tecumseh Dr.  
Benton Harbor, MI 49022  
Ph: 269-925-5645

Midland  
Jason Bennett  
330 S. 7 Mile Rd.  
Midland, MI 48640  
Ph: 517-990-4431

Royal Oak  
Kevin Papke  
23911 Jamestown, Apt. 302  
Farmington, MI 48335  
Ph: 734-564-5418  
(2 Franchises)

Sterling Heights  
Michael Shore  
4563 Kempf St.  
Waterford Township, MI 48329  
Ph: 248-675-5537  
(3 Franchises)

West Central Michigan  
Andrew & Kelly Toland  
1359 Winchester Ct.  
Grand Rapids, MI 49534  
Ph: 616-824-2480

Twin Cities  
Abraham Kao  
2900 University Ave. SE, #407  
Minneapolis, MN 55414  
Ph: 612-481-1358

**Minnesota**  
Eden Prairie  
Chris Bennet  
101 Geneva Blvd.  
Burnsville, MN 55306  
Ph: 702-767-5481  
(2 Franchises)

**Mississippi**  
Jackson  
Bryan Anderson  
224 Avalon Circle, Suite A  
Meridian, MS 39301  
Ph: 601-917-2559

International Falls  
Thomas Parish  
1310 18th St.  
International Falls, MN 56649  
Ph: 218-348-9005

Oxford  
Todd Abbott  
512 Woodland Hills Dr.  
Oxford, MS 38655  
Ph: 573-694-9635  
(2 Franchises)

Maple Grove  
Todd Nash  
24465 Superior Dr.  
Rogers, MN 55374  
Ph: 651-775-7922

**Missouri**  
Centertown  
Brian and Bridget Mack  
1220 Nine Hills Road  
Centertown, MO 65023  
Ph: 573-230-2635

Minneapolis  
Jason Hyde  
334 Keystone Dr. NE  
Pine Island, MN 55963  
Ph: 507-358-9905  
(4 Franchises)

Greater Kansas City  
Spencer Kaufman  
14922 S. Dawson St.  
Olathe, KS 66061  
Ph: 815-565-6555  
(2 Franchises)

South-East Minnesota  
Anne M. Lamb  
1006 Prairie Lane  
Owatonna, MN 55060  
Ph: 507-213-9267  
(2 Franchises)

Joplin  
Eric Fahnestock and Devon Herron  
15168 E. Sundance Ct.  
Wichita, KS 67230  
Ph: 316-655-4303

St. Cloud  
Michael Holland  
1356 Pond Circle  
Waconia, MN 55387  
Ph: 763-439-8722

Kansas City  
Spencer Kaufman and Mark Kaufman  
913 SE Auburn Ct.  
Blue Springs, MO 64014  
Ph: 816-565-6555  
(2 Franchises)

Rolla

Joshua & Shantel Newhart  
60 Walnut Ct.  
Eidon, MO 65025  
Ph: 573-286-2379

St. Joseph

Brian & Rhonda Ramirez  
501 Osage Rd.  
Atchison, KS 66002  
Ph: 479-651-8971

St. Louis

Charles and Jesse Keyser  
510 B Beadle Dr.  
Carbondale, IL 62901  
Ph: 618-559-5533  
(5 Franchises)

Springfield

Tim Wenkel  
1040 S. Clifton Ave., A306  
Springfield, MO 65802  
Ph: 573-821-1185

**Montana**

Billings

Wayne Wilkinson  
750 Wyoming Ave.  
Billings, MT 59101  
Ph: 406-671-3408

**Nebraska**

Grand Island

Mari Boehler  
2824 Goldenrod Dr.  
Grand Island, NE 68801  
Ph: 308-850-4752  
(2 Franchises)

**Nevada**

Las Vegas

Jamieson N. Poe  
9190 Arbor Glen Street  
Las Vegas, NV 89123  
Ph: 206-643-7188

Justin Ruiz and William Dibos

9128 Clear Sky Ave.  
Las Vegas, NV 89178  
Ph: 504-481-1611

Reno

Andy Mathurin  
12195 S. Red Sky Dr.  
Parker, CO 80134  
Ph: 775-420-0605  
(2 Franchises)

**New Hampshire**

Merrimack

Tim Belinsky  
1A Kula Ct.  
Raymond, NH 03077  
Ph: 603-770-6524

**New Jersey**

Bergen County

Edwin Molina and Noemi Diaz-Molina  
328 Godwin Ave.  
Wyckoff, NJ 07481  
Ph: 201-675-1715

Clinton

Brian Parente  
49 Quarry Ridge Rd.  
Clinton, NJ 08809  
Ph: 908-310-6981

Gloucester County

Michael Sullivan  
353 Georgia Court  
Sewell, NJ 08080  
Ph: 856-952-6614

Long Branch

Trevor Stovall  
331 Millpond Way  
Eatontown, NJ 07724  
Ph: 848-299-7720

Secaucus

Dhawal Balani  
822 4th St.  
Secaucus, NJ 07094  
Ph: 201-695-4449

Union

Ernest Spinelli  
711 Mountain Ave.  
Springfield, NJ 07081  
Ph: 908-963-7104  
(5 Franchises)

New Mexico

Albuquerque

Faron & Rayleen Valencia  
5405 Kokopelli Ct. NW  
Albuquerque, NM 87114  
Ph: 505-620-9123  
(2 Franchises)

Southeast New Mexico

Randy Jones  
PO Box 2091  
Carlsbad, NM 88221  
Ph: 575-200-6694

New York

Farmington

Saengdao Boonsm  
2000 Pebbleview Dr. #2027  
Victor, NY 14564  
Ph: 315-804-9770

Hudson Valley

Matthew Zabawa  
52 West Street  
Warwick, NY 10990  
Ph: 845-258-0677  
(3 Franchises)

Long Island

William & Sheri Boddy  
15 Flower Lane  
Centereach, NY 11720  
Ph: 631-355-1476

Nassau County

Lance Stubblefield  
6601 Reynard Dr.  
Springfield, VA 22152  
Ph: 240-481-1887  
(4 Franchises)

Queensbury

Andrew Allen  
12 Helen Dr.  
Queensbury, NY 12804  
Ph: 518-812-4400  
(2 Franchises)

Rochester

Joe and Ryan Madigan  
18 Ashery Lane  
Fairport, NY 14450  
Ph: 585-305-2296

North Carolina

Boone

Heather Reaves and Wade Colvard  
PO Box 2646  
Boone, NC, 28607  
Ph: 828-719-0812

The Carolinas

Chris Souk and Frank Souk Sr.  
8414 Peyton Randolph Dr  
Charlotte, NC 28277  
Ph: 704-965-0800  
(4 Franchises)

Cary

Christina and Fred Lockhart  
216 Firetree Ln.  
Cary, NC 27519  
Ph: 919-880-0018  
(4 Franchises)

Fayetteville

Fred Surgeon  
1125 Pony Drive.  
Hope Mills, NC 28348  
Ph: 910-733-0617  
(2 Franchises)

Greensboro

Mark Rainer and Walker Raines  
4906 Little Oak Dr.  
Greensboro, NC 27410  
Ph: 336-404-9433

High Point

Mandral Blackmon  
4376 Triumph Dr. SW  
Concord, NC 28027  
Ph: 757-218-2969  
(3 Franchises)

Outer Banks

Cameron & Elizabeth Schrecengost  
1104A Salem Church Rd.  
Monroe, NC 28110  
Ph: 704-219-5772

James Rayburn  
319 Rayburn Ln.  
Hertford, NC 27944  
Ph: 757-901-7373

Raleigh

Michael Murphy  
7739 Braefield Dr.  
Raleigh, NC 27616  
Ph: 423-408-0371  
(2 Franchises)

Wilmington

Albert Ott  
5317 Tangier Dr.  
Wilmington, NC 28403  
Ph: 925-640-5953  
(2 Franchises)

North Dakota

Bismark/Fargo

Mike Burton, Jordan Engle, and Jon Schmidt  
602 St. Patrick  
Rapid City, SD 57701  
Ph: 701-340-2762  
(2 Franchises)

Ohio

Akron

Tony Brown and Crystal Brown  
7200 Hunters Glen Ln.  
Seville, OH 44273  
Ph: 330-414-5029  
(2 Franchises)

Cincinnati

Matthew Kunkel  
4892 Hunt Rd. Apt 210  
Blue Ash, OH, 45242  
Ph: 513-276-5466

Columbus

Bill Mize  
4090 Bremo Recess  
New Albany, OH 43054  
Ph: 214-284-1198  
(2 Franchises)

Norbert Hebrank  
2303 Swansea Rd.  
Columbus, OH 43221  
Ph: 216-533-9219

Cleveland

Joseph Gardner  
9130 Katherine St.  
North Ridgeville, OH 44039  
Ph: 440-465-9698  
(2 Franchises)

Fairfield

Walid Othman  
7638 Tollgate  
Fairfield, OH 45014  
Ph: 859-512-5745

Findlay

Bryon Krupp  
1645 Parkside Pl.  
Findlay, OH 45840  
Ph: 419-425-4337

**Oklahoma**

**Oklahoma City**

Jase Rahill  
14951 Remington Way  
Oklahoma City, OK 73134  
Ph: 405-921-3715  
(4 Franchises)

**Stillwater**

Randy Wright and Tommy Wright  
1705 Twin Spires Trail  
Edmond, OK 73044  
Ph: 405-255-6746  
(2 Franchises)

**Tulsa**

Eric Fahnestock and Adam Brooks  
15168 E. Sundance Ct.  
Wichita, KS 67230  
Ph: 316-655-4303  
(4 Franchises)

Ashley Schubert  
1005 S. Choctan Rd.  
Luther, OK 73054  
Ph: 405-933-1071  
(2 Franchises)

**Oregon**

**Bend**

JP Moller Montoya  
20662 Cherrytree Ln.  
Bend, OR 97702  
Ph: 503-627-7116

**Portland**

Hari Potheni  
6204 106th Ave. NE  
Kirkland, WA 98033  
Ph: 214-649-7547  
(2 Franchises)

**Salem**

Kyle Davey  
655 Mule Deer St. NW  
Salem, OR 97304  
Ph: 209-769-2039  
(2 Franchises)

**Pennsylvania**

**Chambersburg**

Tim Wilson and Janette Wilson  
3227 Portrait Way  
Chambersburg, PA 17201  
Ph: 717-262-3433

**LeHigh Valley**

Jennifer Biesiadecki  
3426 S. 7<sup>th</sup> Street Ext.  
Emmaus, PA 18049  
Ph: 757-410-1433  
(2 Franchises)

**Mechanicsburg**

Bill Edwards IV  
27 Kristine Circle  
Hanover, PA 17331  
Ph: 814-418-8221  
(2 Franchises)

**Philadelphia**

Adeel Kamran Gill and Ansab Irtikaz  
11415 North Star Drive.  
Fort Washington, MD 20744  
Ph: 443-454-6780  
(2 Franchises)

Daniel DiGiovanni

102 Regrents Rd.  
Collegeville, PA 19426  
Ph: 610-324-0197

**Reading**

Andrev Hooper  
1031 Meadow Dr.  
Reading, PA 19605  
Ph: 347-839-9407  
(2 Franchises)

**Reynoldsville**

Dennis Thompson  
887 Apple Orchard Road  
Reynoldsville, PA 15851  
Ph: 814-591-9585

Strawberry Township

Mike Divoky  
4091 Glen Eden Rd  
Cranberry Township, PA 16066  
Ph: 724-991-5390

Uniontown

David Hughes  
124 Water St.  
Uniontown, PA 15401  
Ph: 724-624-4861

Venetia

Bert Kendall  
201 Farmington Dr.  
Venetia, PA 15367  
Ph: 724-413-3341  
(5 Franchises)

**Rhode Island**

Rhode Island

Robert Neri  
243 Wickham Rd.  
North Kingstown, RI 02852  
Ph: 401-230-0080

**South Carolina**

Anderson

Todd Fish  
107 Templewood Ct.  
Williamston, SC 29697  
Ph: 864-202-0633

“The Carolinas”

Chris Souk & Frank Souk Sr.  
8414 Peyton Randolph Dr  
Charlotte, NC 28277  
Ph: 704-965-0800  
(2 Franchises)

Columbia

Brian Andrikis & Stacy Andrikis-Negron  
1105 Peace Pipes Place, Unit 201  
Myrtle Beach, SC 29579  
Ph: 203-530-4263

North Columbia

Todd Whalon  
574 Crawfish Lane  
Irmo, SC 29063  
Ph: 803-413-3317  
(2 Franchises)

Simpsonville

Michael Tabone  
1403 Kilgore Bridge Rd.  
Woodruff, SC 29388  
Ph: 864-275-4110

**South Dakota**

Rapid City

Leilani Shattuck  
7089 Infinity Dr.  
Summerset, SD 57718  
Ph: 605-391-4312

Sioux Falls

Bryan McCabe  
35 Airport Drive  
Milford, IA 51351  
Ph: 712-541-2878

**Tennessee**

Central Tennessee

Chris Gruen  
7257 Aventine Way Apt. 109  
Chattanooga, TN 37421  
Ph: 941-504-7591

Chattanooga

Scott Phillips  
106 Belvoir Ave.  
Chattanooga, TN 37411  
Ph: 423-503-4736  
(2 Franchises)

Clarksville

Joshua Bair  
716 Carbondale Dr.  
Oak Grove, 42262 KY  
Ph: 602-314-0961



Johnson City  
Brian Powell  
3 Sharondale Ct.  
Johnson City, TN 27601  
Ph: 423-557-6134

Knoxville  
Henry Grand and Travis Gran  
7343 Crippen Corner Lane  
Knoxville, TN 37918  
Ph: 865-806-4912  
(3 Franchises)

Medina  
David Smith  
432 Summit Dr.  
Medina, TN 38355  
Ph: 731-394-8460

Memphis  
Donald & Candice Lank  
488 Tender Oaks Ln. N.  
Collierville, TN 38017  
Ph: 714-580-7059

Middle Tennessee  
Troy Hayes  
29102 Clocktower Dr.  
Franklin, TN 37067  
Ph: 615-636-1668  
(2 Franchises)

Nashville  
Brandon Emrick  
4528 Sawmill Pl.  
Nolensville, TN 37135  
Ph: 310-944-5585  
(2 Franchises)

Southern Tennessee  
Steven Nuisse  
62 Staggs Rd.  
Ethridge, TN 38456  
Ph: 615-648-2910

Texas  
Austin  
Peter and Carrie Smith  
30 Burton Crescent  
Elmval, ON  
Ph: 705-716-8294  
(2 Franchises)

Leo Johns  
5728 108th St.  
Lubbock, TX 79424  
Ph: 806-746-7396  
(2 Franchises)

Billy & Cynthia Kellough  
8992 Windjammer Lane  
Montgomery, TX 77316  
Ph: 832-287-6509  
(8 Franchises)

Mariano Jimenez and Jennifer Jimenez  
3351 Vasquez Pl.  
Round Rock, TX 78665  
Ph: 512-791-9183

Bastrop  
Bruce & Cheryle Troutman  
119 Angus Lane  
Bastrop, TX 78602  
Ph: 512-350-3519

Dallas  
Scott Renegar and Graham Read  
4436 Harvest Hill Rd.  
Dallas, TX 75244  
Ph: 940-783-2206  
(2 Franchises)

Kevin Graham  
3204 Mosswood Dr.  
McKinney, TX 75071  
Ph: 979-255-5690  
(2 Franchises)

Charles Pittman  
1740 Addison Grace Ln.  
Wylie, TX 75098  
Ph: 205-422-1407  
(2 Franchises)

DFW South  
Brian Young  
1547 Briar Meadow Dr.  
Keller, TX 76248  
Ph: 817-705-5038  
(2 Franchises)

El Paso  
Derek Dighton  
757 Desert Star Dr.  
Horizon City, TX 79928  
Ph: 561-445-8920

Fernando Gonzales  
14228 Desert Cloud Dr.  
Horizon City, TX 79228  
Ph: 432-269-5500

Fort Worth  
William Tang  
200 N. Kimball Ave, Ste 221 #1082  
Southlake, TX 76092  
Ph: 510-932-2576  
(2 Franchises)

Fort Worth/Weatherford  
Rob White  
PO Box 54  
Lancaster, TX 75146  
Ph: 303-728-4253  
(Owned by an officer of ours and listed in Item  
20 Table No. 4 as a "Company-Owned" outlet)

Grand Prairie  
Victor Guy  
5274 Village Ln.  
Forth Worth, TX 76119  
Ph: 817-333-8604

Grapevine  
Monty and Karrie Shipp  
8849 Libery Rd.  
Aubrey, TX 76227  
Ph: 940-391-2525  
(4 Franchises)

Houston  
Ralph Talavera  
6322 Meredith Dr.  
Bellaire, TX 77401  
Ph: 832-938-9398

Humble  
Kevin Joseph and Marlon Khan  
1623 Quail Ridge Dr.  
Katy, TX 77493  
Ph: 281-923-7470  
(3 Franchises)

Lake Jackson  
Travis and Amy White  
514 Walnut St.  
Lake Jackson, TX 77566  
Ph: 907-654-9483  
(2 Franchises)

League City  
Tasha Syrdahl  
3907 Desert Rose Ct.  
Manvel, TX 77578  
Ph: 281-643-6665

Lubbock  
Mike Yost  
6959 22nd Pl.  
Lubbock, TX 79407  
Ph: 806-544-9742  
(3 Franchises)

Plano/Garland  
Steve Colburn  
5345 Breckenridge Ct.  
Frisco, TX 75034  
Ph: 214-326-5843  
(3 Franchises)

San Antonio  
Christine and Ted Turner  
224 Liberty Bell Lane  
Dipping Springs, TX 78620  
Ph: 281-381-9286  
(5 Franchises)

John DeWitt  
1505 San Francisco  
San Antonio, TX 78201  
Ph: 210-887-4688

Sugarland/Pearland

John Cates  
1218 E. 140th Ave. N.  
Mulvane, KS 67110  
Ph: 316-518-1928  
(2 Franchises)

Temple/Tyler

Jarred Thomas  
3833 Azur Ln., Round Rock, TX 78681  
Ph: 512-748-8634  
(3 Franchises)

Texarkana

Michael Rayburn  
7888-TC Americana Circle  
Glen Burnie, MD 21060  
Ph: 903-556-4275

Waco

Mariano and Jennifer Jimenez  
3351 Vasquez Pl.  
Round Rock, TX 78665  
Ph: 512-791-9183

Utah

Lehi

Michael Commons  
4944 Honey Locust Ln.  
Rexburg, ID 83440  
Ph: 208-252-4026  
(5 Franchises)

Orem

Paul "Wes" Jones  
183 S. 1930 E.  
Spanish Fork, UT 84660  
Ph: 801-514-6102

Virginia

Alexandria

Lance Stubblefield and Maruska Stubblefield  
23 Canterbury Sq. 202  
Alexandria, VA 22304  
Ph: 404-642-3670

Blacksburg

Richard B. French  
300 Peakwood Dr.  
Tazewell, VA 24651  
Ph: 276-245-0184

Charlottesville

Bryan Rutherford  
7532 Coxton Ct. Unit M,  
Alexandria, VA 22306  
Ph: 571-213-0349

Chesapeake

Stacey Ann Minott  
223 E. City Hall Ave., Ste. 200G  
Norfolk, VA 23510  
Ph: 202-308-5840  
(2 Franchises)

Fairfax

Lance Stubblefield and Maruska Stubblefield  
23 Canterbury Sq. 202  
Alexandria, VA 22304  
Ph: 404-642-3670  
(3 Franchises)

Lynchburg

Mike McCabe  
1704 Parkland Drive  
Lynchburg, VA 24503  
Ph: 434-258-7718

Northern Virginia

Maria Cordova  
2005 Owens Rd.  
Oxon Hill, MD 20745  
Ph: 301-213-8090

Roanoke

Mechelle and Cory Purdue  
109 Lois Ln.  
Roanoke, VA 24019  
Ph: 540-598-7267

Williamsburg  
Jim Rayburn  
732 Clayton St.  
Aberdeen, MD 21001  
Ph: 814-359-6232  
(2 Franchises)

Washington  
Bellingham  
Apurv and Sachi Shukla  
3731 195th Pl. SE  
Bothell, WA 98012  
Ph: 206-422-2082  
(2 Franchises)

Gig Harbor  
John Blasdel  
6422 144th St. NW  
Gig Harbor, WA 98332  
Ph: 253-719-9339

Kirkland  
Sonia Garg  
13020, 105th Pl. NE  
Kirkland, WA 98034  
Ph: 425-419-3928  
(2 Franchises)

Port Angeles  
Derek and Ashley Bies  
PO Box 853  
Port Angeles, WA 98362  
Ph: 360-477-3232

Puget Sound  
Sean Sage  
2602 Westridge Ave. W., Apt C302  
Tacoma, WA 98466  
Ph: 253-273-0195  
(4 Franchises)

Seattle  
John Gabbamonte  
1505 5th 57th St.  
Tacoma, WA 98408  
Ph: 253-988-9648  
(5 Franchises)

Willamette Valley  
Kyle Davey  
655 Mule Deer St. NW  
Salem, OR 97304  
Ph: 209-769-2039

West Virginia  
Charleston  
Jeffery Pickering  
5303 Edgebrook Drive  
Cross Lanes, WV 25313  
Ph: 304-610-6397

Wisconsin  
Green Bay/Appleton  
Mike Burton and Steve Burton  
602 St. Patrick  
Rapid City, SD, 57701  
Ph: 701-340-2762  
(2 Franchises)

Milwaukee  
Matt Partridge  
W69 N410 Foxpointe Ave.  
Cedarburg, WI 53012  
Ph: 608-206-2662  
(2 Franchises)

Watertown  
Rob Fredrich  
202 Air Park Dr.  
Watertown, WI 53094  
Ph: 920-988-7051

Waukesha  
Jake Cadwell  
S30 W31920 County Road E.  
Waukesha, WI 53189  
Ph: 262-269-0657  
(2 Franchises)

Waunakee - "Dane County"  
Jeff Meixelsperger  
112 Tugger Trail  
Nicholasville, KY 40356  
Ph: 920-412-1507

**CANADA**

**Alberta**

**Calgary**

Rafael Asuaje  
191 Edgeview Dr. NW  
Calgary, AB T3A 4X4  
Ph: 587-892-1405  
(2 Franchises)

**Manitoba**

**Winnipeg**

Dale Vencatasámy  
30 Willow Creek Road  
Winnipeg, MB R3Y 0S3  
Ph: 204-998-2831  
(2 Franchises)

**Ontario**

**Barrie**

Luc Hetu and Caty Khattra  
1685 St. Johns Rd.  
Innisfil, ON L9S1S8  
Ph: 905-531-5564

**Toronto**

Saurabh Baweja  
30 Grand Trunk Crescent, Unit 810  
Toronto, Ontario M5J 3A4  
Ph: 647-705-5531

**ATTACHMENT J  
TO FRANCHISE DISCLOSURE DOCUMENT**

**LIST OF FRANCHISEES WHO HAVE LEFT THE SYSTEM**

## LIST OF FRANCHISEES WHO HAVE LEFT THE SYSTEM

Listed below are the names and last known city, state and telephone numbers of every franchisee who has had an OXI FRESH Business terminated, cancelled, not renewed, or otherwise voluntarily or involuntarily ceased to do business under the Franchise Agreement during the most recently completed fiscal year or who has not communicated with us within 10 weeks of the date of this Disclosure Document.

If you buy this franchise, your contact information may be disclosed to other buyers when you leave the franchise system.

The franchisees in this list are ordered and organized based on the franchisees' former territories, which are stated in underline above the franchisees' names. As OXI FRESH Businesses are service-based franchises where the services are performed at the customer's location, many franchisees have addresses outside of their territories.

### UNITED STATES

#### Arizona

##### Chandler

Will Murphy  
Phoenix, AZ  
Ph: 602-339-6268  
(Transfer)

##### Desert

John, Paige, & Hunter O'Dowd  
Phoenix, AZ  
Ph: 480-737-1501  
(2 Franchises)

##### West Valley

John & Paige O'Dowd  
Phoenix, AZ  
Ph: 480-737-1501  
(5 Franchises)

#### California

##### Fremont - "The Bay Area"

Robert DeForest  
Fremont, CA  
Ph: 510-468-5470

##### North Hollywood

Fred Marzillier  
Northridge, CA  
Ph: 818-371-3491

##### Palm Desert

Peter Anderson  
Indio, CA  
Ph: 760-272-5136  
(2 Franchises)  
(Transfer)

##### Sacramento

Todd Miller and Aleksander Chung  
Sacramento, CA  
Ph: 916-600-1394  
(3 Franchises)  
(Transfer)

#### Colorado

##### Castle Rock/Parker

Troy Kittleson  
Denver, CO  
Ph: 303-777-5326  
(2 Franchises)  
(Transfer)

##### Lakewood

Frank Souk  
Lakewood, CO  
Ph: 720-280-5121  
(2 Franchises)  
(Transfer)

**The Rockies**  
Nathan Myers  
Aurora, CO  
Ph: 970-443-1245  
(2 Franchises)  
(Transfer)

**Delaware**  
Robert Ware  
Wyoming, DE  
Ph: 302-363-1900

**Florida**  
**Jacksonville Beach**  
Jeffery Stewart  
Ponte Verde, FL  
Ph: 970-219-0344

**Orlando**  
George & Sheri Sauers  
Orlando, FL  
Ph: 717-982-8515  
(2 Franchises)  
(Transfer)

**Georgia**  
**Stone Mountain**  
Devon Brown and Emiko Obodoruku  
Dunwoody, GA  
Ph: 470-685-0162

**Illinois**  
**Chicago**  
Lance Stubblefield  
Alexandria, VA  
Ph: 404-642-3670  
(Transfer)

**Chicago**  
Bob McWalter  
Mokena, IL  
Ph: 708-717-1729

**Greater Rockford**  
Todd Rutherford.  
Harvard, IL  
Ph: 847-417-5251

**Maryland**  
**Alexandria**  
Lance Stubblefield  
Alexandria, VA  
Ph: 404-642-3670  
(Transfer)

**Massachusetts**  
**Boston**  
Michael Foresteire  
Pelham, NH  
Ph: 978-807-2858

**Michigan**  
**Brighton**  
Martin Johnson and Alexis Johnson  
Northville, MI  
Ph: 248-444-3631  
(2 Franchises)  
(Transfer)

**Mississippi**  
**Meridian**  
Mark Naylor  
Brandon, MS  
Ph: 601-951-2864

**New Jersey**  
**East Brunswick**  
Craig Laurier  
Brunswick, NJ  
Ph: 212-323-8320  
(2 Franchises)  
(Transfer)

**New York**  
**Long Island**  
Jared Jean Baptiste  
Moriches, NY  
Ph: 631-830-7117

**Yorktown Heights**  
Michael Griffith  
Yorktown Heights, NY  
Ph: 914-505-4433



**Ohio**

**Mansfield**

Jason and Michelle McDonald  
Mansfield, OH  
Ph: 832-398-0877  
(Transfer)

**Oregon**

**Portland**

Neha Shah  
Mill Creek, WA  
Ph: 206-892-8978  
(Transfer)

**Willamette Valley**

Adam Schrecengost  
Salem, OR  
Ph: 503-580-0470

**Pennsylvania**

**Harrisburg**

Robert Burd  
Palmyra, PA  
Ph: 717-994-6199  
(Transfer)

**South Carolina**

**Charleston**

John and Paige O'Dowd  
Phoenix, AZ  
Ph: 480-737-1501  
(3 Franchises)

**Tennessee**

**Clarksville**

Michael and Gregory Bennett  
Clarksville, TN  
Ph: 270-820-7627  
(Transfer)

**Nashville**

John, Scarlett, and Hunter O'Dowd  
Phoenix, AZ  
Ph: 480-586-6494  
(Transfer)

**Texas**

**Austin**

Peter and Carrie Smith  
Elmval, ON  
Ph: 705-716-8294  
(Transfer)

**Fort Worth**

Matthew Cook  
Fort Worth, TX  
Ph: 340-344-2363  
(2 Franchises)  
(Transfer)

**Houston**

Lance Stubblefield  
Springfield, VA  
Ph: 240-481-1887  
(3 Franchises)  
(Transfer)

**Lubbock**

Leo Johns  
Lubbock, TX  
Ph: 806-746-7396  
(3 Franchises)  
(Transfer)

**Richmond**

Ruben Sanchez and Toni Motz  
Houston, TX  
Ph: 713-376-5969  
(2 Franchises)  
(Transfer)

**Utah**

**Kaysville**

Boyd and Marcia Casselman  
Kaysville, UT  
Ph: 801-628-1032  
(4 Franchises)  
(Transfer)

**Virginia**

**Richmond**

Michael, Kristin, and Matthew Nelligan  
Richmond, VA  
Ph: 804-677-5161  
(2 Franchises)

Stafford

Charles Curry  
Stafford, VA  
Ph: 540-295-4567  
(5 Franchises)

Virginia Beach

Shannon Humphrey  
Alexandria, VA  
Ph: 202-308-5840  
(Transfer)

Williamsburg

Carl and Teri Geiling  
Williamsburg, VA  
Ph: 757-585-6072  
(Transfer)

**Washington**

Everett

Jack Huffman  
Snohomish, WA  
Ph: 425-891-5241  
(Transfer)

Spokane

Chris Moua  
Spokane, WA  
Ph: 509-868-8399

Vancouver

Robert Moore  
Vancouver, WA  
Ph: 503-313-0982  
(Transfer)

**Wyoming**

Cheyenne

Gerrit Stroebel  
Cheyenne, WY  
Ph: 304-214-8043

**ATTACHMENT K  
TO FRANCHISE DISCLOSURE DOCUMENT**

**FINANCIAL STATEMENTS**



# OXI FRESH FRANCHISING CO., INC.

FINANCIAL STATEMENTS  
WITH INDEPENDENT AUDITOR'S REPORT  
DECEMBER 31, 2023, 2022, AND 2021



# OXI FRESH FRANCHISING CO., INC.

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### *Independent Auditor's Report*

To the Stockholder  
Oxi Fresh Franchising Co., Inc.  
Lakewood, Colorado

#### ***Opinion***

We have audited the accompanying financial statements of Oxi Fresh Franchising Co., Inc., which comprise the balance sheets as of December 31, 2023, 2022, and 2021, and the related statements of operations, changes in stockholder's equity, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Oxi Fresh Franchising Co., Inc. as of December 31, 2023, 2022, and 2021, 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. 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.

#### ***Emphasis of Matter***

As discussed in Note 13 to the financial statements, the Company has a net capital deficit and negative working capital. The Company's owners have the ability to provide additional capital and intend to do so, if required. Our opinion is not modified with respect to that matter.

#### ***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 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 generally accepted auditing standards 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, including omissions, 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 generally accepted auditing standards, 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.

***Restrictions on Use***

The use of this report is restricted to inclusion within the Company's Franchise Disclosure Document (FDD) and is not intended to be, and should not be, used or relied upon by anyone for any other use.

Kezas  $\frac{1}{2}$  Dunlavy

St. George, Utah  
March 22, 2024

# OXI FRESH FRANCHISING CO., INC.

## BALANCE SHEETS

As of December 31, 2023, 2022, and 2021

	2023	2022	2021
<b>Assets</b>			
Current assets			
Cash and equivalents	\$ 85,523	\$ 196,404	\$ 146,259
Restricted cash	2,960	8,030	4,505
Accounts receivable, net	728,724	738,775	808,997
Equipment and supply inventory	18,298	20,169	79,024
Due from related parties	82,843	13,014	43,653
Deferred contract costs, current	-	-	289,826
Total current assets	918,348	976,392	1,372,264
Non-current assets			
Property and equipment, net	245,727	286,408	1,558,858
Right of use asset	1,469,928	1,668,724	-
Intangible assets, net	485,585	531,449	466,019
Deferred contract costs, net of current	-	-	1,021,347
Notes receivable from related parties	1,152,426	1,088,073	190,000
Other non-current assets	34,638	34,638	40,761
Total non-current assets	3,388,304	3,609,292	3,276,985
Total assets	\$ 4,306,652	\$ 4,585,684	\$ 4,649,249
<b>Liabilities and stockholder's deficit</b>			
Current liabilities			
Accounts payable	\$ 176,637	\$ 22,164	\$ 42,615
Credit cards payable	505,229	483,100	489,550
Accrued expenses	276,007	220,321	274,886
Line of credit	67,812	58,525	46,734
Finance lease obligations, current	58,141	53,493	49,040
Operating lease liability, current	214,909	187,926	-
Notes payable, current	600,590	119,089	454,324
Deferred revenue, current	-	-	761,599
Total current liabilities	1,899,325	1,144,618	2,118,748
Non-current liabilities			
Finance lease obligations, net of current	94,474	152,421	205,736
Operating lease liability, net of current	1,277,939	1,498,898	-
Notes payable, net of current	2,682,006	2,662,691	2,031,053
Deferred revenue, net of current	-	-	2,647,639
Deferred rent expense	-	-	8,979
Total non-current liabilities	4,054,419	4,314,010	4,893,407
Total liabilities	5,953,744	5,458,628	7,012,155
Stockholder's deficit			
Common stock, 1,000,000 shares authorized, par value of \$0.001, 100,000 shares issued and outstanding	1	1	1
Additional paid-in capital	83,462	83,462	83,462
Accumulated deficit	(1,730,555)	(956,407)	(2,446,369)
Total stockholder's deficit	(1,647,092)	(872,944)	(2,362,906)
Total liabilities and stockholder's deficit	\$ 4,306,652	\$ 4,585,684	\$ 4,649,249

The accompanying notes are an integral part of these financial statements.



**OXI FRESH FRANCHISING CO., INC.**  
**STATEMENTS OF OPERATIONS**  
For the years ended December 31, 2023, 2022, and 2021

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Operating revenue			
Franchise fees	\$ 1,971,775	\$ 1,571,601	\$ 1,849,576
Royalty fees	2,112,649	1,823,715	1,746,589
Call center fees	2,370,390	2,416,578	2,689,078
Product sales	1,487,958	1,451,622	1,829,138
National advertising fees	1,084,646	1,075,210	1,109,975
Other revenues	364,889	34,205	3,241
Total operating revenue	<u>9,392,307</u>	<u>8,372,931</u>	<u>9,227,597</u>
Cost of sales	<u>1,654,437</u>	<u>1,503,851</u>	<u>1,565,375</u>
Gross profit	<u>7,737,870</u>	<u>6,869,080</u>	<u>7,662,222</u>
Operating expenses			
General and administrative	2,261,851	1,917,869	1,584,693
Payroll and related costs	3,221,778	2,737,023	3,293,458
National advertising expenses	1,085,819	1,080,673	1,121,552
Advertising and marketing	205,677	194,489	744,716
Professional services	78,136	180,207	210,239
Depreciation and amortization	440,630	414,174	351,757
Total operating expenses	<u>7,293,891</u>	<u>6,524,435</u>	<u>7,306,415</u>
Operating income	<u>443,979</u>	<u>344,645</u>	<u>355,807</u>
Other income (expense)			
Interest expense	(312,881)	(394,046)	(251,698)
Gain on sale of assets	-	155,113	-
Total other income (expense)	<u>(312,881)</u>	<u>(238,933)</u>	<u>(251,698)</u>
Net income	<u>\$ 131,098</u>	<u>\$ 105,712</u>	<u>\$ 104,109</u>

The accompanying notes are an integral part of these financial statements.

**OXI FRESH FRANCHISING CO., INC.**  
**STATEMENTS OF STOCKHOLDER'S DEFICIT**  
For the years ended December 31, 2023, 2022, and 2021

	<b>Common Shares Outstanding</b>	<b>Common Stock</b>	<b>Additional Paid-in Capital</b>	<b>Accumulated Deficit</b>	<b>Total Stockholder's Deficit</b>
Balances as of January 1, 2021	100,000	\$ 1	\$ 83,462	\$ (2,407,039)	\$ (2,323,576)
Dividends	-	-	-	(143,439)	(143,439)
Net income	-	-	-	104,109	104,109
Balances as of December 31, 2021	100,000	1	83,462	(2,446,369)	(2,362,906)
Adoption of ASC 952-606	-	-	-	2,098,065	2,098,065
Adoption of ASC 842	-	-	-	(5,454)	(5,454)
Dividends	-	-	-	(708,361)	(708,361)
Net income	-	-	-	105,712	105,712
Balances as of December 31, 2022	100,000	1	83,462	(956,407)	(872,944)
Dividends	-	-	-	(905,246)	(905,246)
Net income	-	-	-	131,098	131,098
Balances as of December 31, 2023	100,000	\$ 1	\$ 83,462	\$ (1,730,555)	\$ (1,647,092)

The accompanying notes are an integral part of these financial statements.

**OXI FRESH FRANCHISING CO., INC.**  
**STATEMENTS OF CASH FLOWS**  
For the years ended December 31, 2023, 2022, and 2021

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Cash flow from operating activities:			
Net income	\$ 131,098	\$ 105,712	\$ 104,109
Adjustments to reconcile net income to net cash provided by operating activities:			
Depreciation and amortization	440,630	414,174	351,757
Gain on sale of assets	-	(155,113)	-
Bad debt expense	70,304	11,784	27,276
Accrual of interest on note payable	-	58,434	8,229
Amortization of right of use asset	198,796	177,755	-
Changes in operating assets and liabilities:			
Restricted cash	5,070	(3,525)	(842)
Accounts receivable	(60,253)	58,438	(144,728)
Due from related parties	(69,829)	30,639	(263,017)
Equipment and supply inventory	1,871	58,855	15,615
Prepaid and other current assets	-	6,123	(11,130)
Deferred commissions	-	-	(112,198)
Accounts payable	154,473	(20,451)	(80,890)
Credit cards payable	22,129	(6,450)	226,104
Accrued expenses	55,686	(54,565)	7,341
Operating lease liability	(193,976)	(165,109)	-
Deferred revenue	-	-	197,159
Deferred rent expense	-	(8,979)	8,979
Net cash provided by operating activities	<u>755,999</u>	<u>507,722</u>	<u>333,764</u>
Cash flows from investing activities:			
Purchases of property and equipment	(64,403)	(15,145)	(249,228)
Proceeds from sale of assets	-	1,330,113	-
Purchases of intangible assets	(289,682)	(367,009)	(234,797)
Investment in notes receivable	(64,353)	(898,073)	(190,000)
Net cash provided by (used in) investing activities	<u>(418,438)</u>	<u>49,886</u>	<u>(674,025)</u>
Cash flows from financing activities:			
Principal payments on capital lease obligations	(53,299)	(48,862)	(24,784)
Proceeds from long-term debt	765,000	1,850,000	1,100,000
Net draws on line of credit	9,287	11,791	46,734
Principal payments on long-term debt	(264,184)	(1,612,031)	(585,499)
Distributions to stockholder	(905,246)	(708,361)	(143,439)
Net cash provided by (used in) financing activities	<u>(448,442)</u>	<u>(507,463)</u>	<u>393,012</u>
Net change in cash	(110,881)	50,145	52,751
Cash at the beginning of the year	<u>196,404</u>	<u>146,259</u>	<u>93,508</u>
Cash at the end of the year	<u>\$ 85,523</u>	<u>\$ 196,404</u>	<u>\$ 146,259</u>

The accompanying notes are an integral part of these financial statements.

**OXI FRESH FRANCHISING CO., INC.**  
**STATEMENTS OF CASH FLOWS**  
For the years ended December 31, 2023, 2022, and 2021

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Supplementary disclosures of cash flows			
Cash paid for interest	\$ 312,881	\$ 394,046	\$ 251,698
Cash paid for taxes	\$ -	\$ -	\$ -
Schedule of non-cash financing and investing activities			
Equipment acquired through capital lease	\$ -	\$ -	\$ 279,560
Property acquired through issuance of debt	\$ -	\$ -	\$ 940,000

The accompanying notes are an integral part of these financial statements.

**OXI FRESH FRANCHISING CO., INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2023, 2022, and 2021

(1) Nature of Business and Summary of Significant Accounting Policies

*(a) Nature of Business*

Oxi Fresh Franchising Co., Inc. (“the Company”) was incorporated on August 17, 2006 in the state of Colorado. The Company is in the business of offering for sale franchises to operate a “OXI FRESH Carpet Cleaning Business” under the names and marks “OXI FRESH®” and “OXI FRESH CARPET CLEANING®”, the phrases “The Way Mother Nature Cleans®”, “THE WORLD’S GREENEST CARPET CLEANER®”, and “THE WORLD’S GREENEST, CLEANEST CARPET CLEANER™”, and other marks designated by the Company. An OXI FRESH Business provides services in the cleaning of commercial and residential carpet, rugs, and upholstery. Oxi Fresh Businesses also offer tile and grout cleaning services, hardwood floor cleaning services, and other ancillary services.

The Company is a wholly-owned subsidiary of Barnett Enterprises Corp (“Parent”). Parent owns the trademarks and other intellectual property relating to the OXI FRESH Business franchise system and they are licensed to the Company under a perpetual royalty free license agreement (the “Licenses”). The Licenses grant the Company the right to use the trademark and other intellectual property to license them to franchisees of the Company. The Licenses are for 10 years commencing September 27, 2006 and will renew automatically for additional 10-year terms providing the Company does not materially breach the Licenses by engaging in any activity that damages the marks or the goodwill of Parent.

The Company is related to Oxi Fresh of Denver, LLC through common ownership. Oxi Fresh of Denver, LLC, is a Colorado corporation incorporated on August 17, 2006 operating an OXI FRESH Business in the Denver, Colorado area.

The financial statements present the financial position and results of operations of the Company and do not include the financial position of Parent and the Company’s related companies. The accompanying financial statements have been prepared in conformity with and in accordance with accounting principles generally accepted in the United States of America.

*(b) Accounting Standards Codification*

The Financial Accounting Standards Board (“FASB”) has issued the FASB Accounting Standards Codification (“ASC”) that became the single official source of authoritative U.S. generally accepted accounting principles (“GAAP”), other than guidance issued by the Securities and Exchange Commission (“SEC”), superseding existing FASB, American Institute of Certified Public Accountants, emerging Issues Task Force and related literature. All other literature is not considered authoritative. The ASC does not change GAAP; it introduces a new structure that is organized in an accessible online research system.

*(c) Use of Estimates*

Preparation of the Company's financial statements in accordance with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of any contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

*(d) Reclassification*

Certain amounts in the prior period financial statements have been reclassified for comparative purposes to conform to the presentation in the current period financial statements.

**OXI FRESH FRANCHISING CO., INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2023, 2022, and 2021**

*(e) Cash and Cash Equivalents*

Cash equivalents include all highly liquid investments with maturities of three months or less at the date of purchase. Also included within cash equivalents are deposits in-transit from banks for payments related to third-party credit card and debit card transactions. As of December 31, 2023, 2022, and 2021, the Company had cash and cash equivalents of \$85,523, \$196,404, and \$146,259, respectively.

*(f) Restricted Cash*

Restricted cash consists of amounts contributed to the advertising and technology fund by the Company's franchisees and advances from the Company's general operating account. These funds are restricted for the purposes of the Company's advertising and technology fund described below. As of December 31, 2023, 2022, and 2021, the Company had restricted cash of \$2,960, \$8,030, and \$4,505, respectively.

*(g) Accounts Receivable*

Accounts receivable are recorded for amounts due based on the terms of executed franchise agreements for franchise sales and royalty fees. Accounts receivable are recorded at the invoiced amount and do not bear interest although a finance charge may be applied to such receivables that are past the due date. The allowance for doubtful accounts is the Company's best estimate of the amount of probable credit losses in the Company's existing accounts receivable. The Company determines the allowance based on historical collections, customers' current creditworthiness, age of the receivable balance both individually and in the aggregate, and general economic conditions that may affect the customer's ability to pay. All account balances are reviewed on an individual basis. Account balances are charged off against the allowance after all means of collection have been exhausted and the potential for recovery is considered remote. When recoveries of receivables previously charged off are made, they are recognized as income when payment is received. As of December 31, 2023, the Company had no allowance for doubtful accounts. As of December 31, 2022 and 2021, the Company recorded an allowance for uncollectible accounts of \$11,363 and \$5,243, respectively. As of December 31, 2023, 2022, and 2021, the Company had net accounts receivable of \$728,724, \$738,775, and \$808,997, respectively.

*(h) Equipment and Supply Inventory*

Equipment and supply inventory consists primarily of carpet and floor cleaning equipment and supplies and is valued at the lower of cost (determined by the first in, first out method) or market.

*(i) Property, Plant & Equipment*

The Company has adopted ASC 360, *Property, Plant and Equipment*. Property and equipment are stated at historical cost. Depreciation is provided using straight-line method based over the estimated useful lives of the related assets (generally three to seven years). Land is not depreciated, as it has no observable useful life. Maintenance and repair costs are expensed as incurred. Expenditures that extend the useful lives of property and equipment are capitalized.

*(j) Intangible Assets*

The Company has adopted ASC 350, *Intangibles – Goodwill and Other*, that requires that goodwill and intangible assets with indefinite lives (such as intellectual property) no longer be amortized to earnings but be tested for impairment at least annually. Intangible assets with finite lives (such as internal use software) are amortized over their estimated useful lives. The Company has established intangible assets for the cost of internal-use software.

The useful life of an intangible asset is the period over which it is expected to contribute directly or indirectly to future cash flows. Internal use software costs are amortized using the straight-line method over a period of four years. Loan

**OXI FRESH FRANCHISING CO., INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2023, 2022, and 2021**

fees are amortized over the life of the loan. Intangible assets with finite lives are reviewed for impairment if events or changes in circumstances indicate that the carrying value might not be recoverable.

*(k) Income Taxes*

The Company has elected to be treated as Subchapter S Corporation under the provisions of the Internal Revenue Code for income tax purposes. Accordingly, taxable income and losses of the Company are reported on the income tax returns of its stockholder and no provision for federal or state income taxes has been recorded in the accompanying balance sheet.

The Company adopted ASC 740-10-25-6, *Accounting for Uncertainty in Income Taxes*, that requires the Company to disclose uncertain tax positions. Under the standard an entity may only recognize or continue to recognize tax positions that meet a "more likely than not" threshold upon examination by taxing authorities. Based on its evaluation, the Company has concluded that there are no significant uncertain tax positions requiring recognition in its financial statements. The Company's evaluation was performed for the tax periods ending December 31, 2022, 2021, and 2020 for U.S. Federal Income Tax and for the State of Colorado Income Tax, the tax years which remain subject to examination by major tax jurisdictions as of December 31, 2023.

*(l) Leasing*

The Company adopted ASC 842, *Leases*, as of January 1, 2022, using the modified retrospective method. The Company has an operating lease for office space, which required adjustments to record the right-of-use asset and lease liability as of the date of implementation. Upon adoption, the Company recorded a right-of-use asset of \$1,846,479 and a lease liability of \$1,851,933. The net effect on the Company's equity on January 1, 2022 was a decrease of \$5,454. The lease liability reflects the present value of the Company's estimated future minimum lease payments over the lease term, discounted using a collateralized incremental borrowing rate. The impact of ASC 842 is non-cash in nature and does not affect the Company's cash flows.

The Company has made an accounting policy election not to recognize right-of-use assets and lease liabilities that arise from any of its short-term leases. All leases with a term of 12 months or less at commencement, for which the Company is not reasonably certain to exercise available renewal options that would extend the lease term past 12 months, will be recognized on a straight-line basis over the lease term.

*(m) Revenue Recognition*

The Company's revenues consist of initial franchise fees, royalty fees, call center fees, product sales, and national advertising fund fees from locations operated by conventional franchisees.

The Company recognizes revenue under ASC 606, *Revenue from Contracts with Customers*. On January 1, 2022, the Company adopted the practical expedient for private company franchisors outlined in ASC 952-606 using the modified retrospective method. This method allows the standard to be applied retrospectively through a cumulative catch-up adjustment recognized upon adoption. As such, comparative information in the Company's financial statements has not been restated and continues to be reported under the accounting standards in effect for those periods. Upon adoption of the practical expedient, the Company removed deferred commissions and deferred revenue of \$1,311,173 and \$3,409,238, respectively, on January 1, 2022. The net effect on the Company's retained earnings was an increase of \$2,098,065, which is reflected on the statement of stockholder's deficit.

ASC 606 provides that revenues are to be recognized when control of promised goods or services is transferred to a customer in an amount that reflects the considerations expected to be received for those goods or services. The Company evaluates all revenue sources using the five-step approach: identify the contract, identify the performance obligations, determine the transaction price, allocate the transaction price, and recognize revenue. For each franchised location, the Company enters into a formal franchise agreement that clearly outlines the transaction price, which

**OXI FRESH FRANCHISING CO., INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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includes an initial fee and ongoing royalties, marketing fees, and technology fees, and the Company's performance obligations.

Upon evaluation of the five-step process, the Company has determined royalties, national advertising fees, and technology fees from locations operated by a franchisee, which are based on a percentage of gross revenue, are recognized at the time the underlying sales occur. Revenue from product sales is recognized upon shipment.

In allocating the transaction price and recognizing the revenue associated with initial franchise fees, the Company has elected to adopt the practical expedient for private company franchisors outlined in ASC 952-606, *Franchisors—Revenue from Contracts with Customers*. The practical expedient allows franchisors to account for pre-opening services as a single distinct performance obligation. These pre-opening services include the following:

- Training of the franchisee's personnel or the franchisee
- Preparation and distribution of manuals and similar material concerning operations, administration, and record keeping
- Bookkeeping, information technology, and advisory services, including setting up the franchisee's records and advising the franchisee about income, real estate, and other taxes about local regulations affecting the franchisee's business

The Company has determined that the fair value of pre-opening services exceeds the initial fees received; as such, the initial fees are allocated to the pre-opening services, which are recognized as revenue upon commencement of operations.

*(n) Advertising and Technology Fund Contribution*

The Company has established an advertising and technology fund. The Company administers the fund and uses the fund to satisfy the costs of maintaining, administering, directing and preparing advertising, and to pay for the expenses related to researching, developing, implementing, servicing, and operating any technology used in any manner related to the Oxi Fresh franchise system or the Oxi Fresh business system. The contribution is collected monthly and is the greater of \$150 or 3% of the franchisees' gross revenue of the preceding month.

*(o) Advertising Costs*

The Company expenses advertising costs as incurred. Advertising expense for the years ended December 31, 2023, 2022, and 2021 were \$205,677, \$194,489, and \$744,716, respectively.

*(p) Retirement Plan*

The Company provides a 401(k) contribution plan to all eligible employees. The Company matches 100% up to 4% of the participating employee's plan compensation. The Company may make additional discretionary profit-sharing contributions subject to limitations as defined by the plan document. Employer contributions totaled \$85,444, \$68,307, and \$83,058 for the years ended December 31, 2023, 2022, and 2021, respectively.

*(q) Fair Value of Financial Instruments*

Fair value is the price that would be received to sell an asset or paid to transfer a liability in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date. For certain of the Company's financial instruments, including cash and cash equivalents, accounts receivable, notes receivable, accounts payable and accrued expenses, the carrying amounts approximate fair value due to their short maturities.



**OXI FRESH FRANCHISING CO., INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2023, 2022, and 2021

(2) Property and Equipment

As of December 31, 2023, 2022, and 2021, the Company's property and equipment consisted of the following:

	2023	2022	2021
Land	\$ -	\$ -	\$ 1,175,000
Furniture and equipment	488,819	648,089	632,944
Office and computer equipment	297,246	334,847	334,847
Software and web design	61,165	106,560	106,560
Leasehold improvements	144,908	144,908	144,908
	<u>992,138</u>	<u>1,234,404</u>	<u>2,394,259</u>
Less: accumulated depreciation	(746,411)	(947,996)	(835,401)
Property and equipment, net	<u>\$ 245,727</u>	<u>\$ 286,408</u>	<u>\$ 1,558,858</u>

Depreciation expense was \$105,084, \$112,595, and \$101,554, for the years ended December 31, 2023, 2022, and 2021, respectively.

(3) Operating Lease

The Company is the lessee in an operating lease for office space. The lease expires in 2028, with the option to renew. As the Company adopted ASC 842 on January 1, 2022, there are no right of use assets or operating lease liabilities as of December 31, 2021. As of December 31, 2023 and 2022, the Company recorded a right of use asset of \$1,469,928 and \$1,668,724, respectively. As of December 31, 2023 and 2022, the Company had the following operating lease liability:

	2023	2022
Operating lease liability, current	\$ 214,909	\$ 187,926
Operating lease liability, non-current	<u>1,277,939</u>	<u>1,498,898</u>
	<u>\$ 1,492,848</u>	<u>\$ 1,686,824</u>

As of December 31, 2023, the maturities of the Company's lease liability were as follows:

For the year ended December 31,	
2024	\$ 214,909
2025	249,367
2026	288,194
2027	331,946
2028	408,432
	<u>\$ 1,492,848</u>

(4) Intangible Assets

As of December 31, 2023, 2022, and 2021, the Company's intangible assets consisted of the following:

	2023	2022	2021
Internal use software	\$ 1,961,142	\$ 1,610,295	\$ 1,243,286
Accumulated amortization	<u>(1,475,557)</u>	<u>(1,078,846)</u>	<u>(777,267)</u>
	<u>\$ 485,585</u>	<u>\$ 531,449</u>	<u>\$ 466,019</u>

**OXI FRESH FRANCHISING CO., INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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Amortization expense for the years ended December 31, 2023, 2022, and 2021 was \$335,546, \$301,579, and \$250,203, respectively. Expected amortization expense for the coming periods is as follows:

For the year ended December 31,		
2024	\$	289,563
2025		192,711
2026		3,311
	<u>\$</u>	<u>485,585</u>

(5) Franchise Agreements

The Company's franchise agreements generally provide for a payment of initial fees as well as continuing royalties, call center fees, and national advertising fees to the Company based on a percentage of sales. Under the franchise agreement, franchisees are granted the right to operate a location using the Oxi Fresh system for a period of seven years. Prior to January 1, 2022, under the Company's revenue recognition policy, the Company allocated a portion of the initial franchise fee to initial training, which was recognized when the franchisee begins operations. The remainder was deferred, and the revenue was amortized over the life of the contract. In addition, the Company deferred related contract costs such as broker commissions over the same period and recorded them as deferred commissions.

As of January 1, 2022, under the Company's revenue recognition policy, franchise fees and any corresponding commissions are recognized when the franchisee begins operations. For any franchisees that have not yet begun operations as of year-end, the Company defers both the revenues and commissions. All locations that are expected to begin operations within the following year are categorized as current, while all others are classified as non-current.

As of December 31, 2023, 2022, and 2021, the Company had the following contract assets and liabilities:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Deferred contract costs	\$ -	\$ -	\$ 1,311,173
Deferred revenue	\$ -	\$ -	\$ 3,409,238

The Company has estimated the following current and non-current portions of deferred revenue as of December 31, 2023, 2022, and 2021:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Deferred revenue, current	\$ -	\$ -	\$ 761,599
Deferred revenue, net of current	-	-	2,647,639
	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,409,238</u>

The Company has estimated the following current and non-current portions of deferred contract costs as of December 31, 2023, 2022, and 2021:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Deferred contract costs, current	\$ -	\$ -	\$ 289,826
Deferred contract costs, net of current	-	-	1,021,347
	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,311,173</u>

**OXI FRESH FRANCHISING CO., INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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(6) Accrued Expenses

Accrued expenses consist of invoices payable to the Company's carpet and floor cleaning supply vendor and payroll expenses payable. As of December 31, 2023, 2022, and 2021, the total balance of accrued expenses was \$276,007, \$220,321, and \$274,886, respectively.

(7) Finance Lease Obligations

During the year ended December 31, 2021, the Company leased certain property and equipment under two finance lease obligations, which expire in the year ended December 31, 2026. The implicit interest rates are between 8% and 10% per annum. As of December 31, 2023, the outstanding balance on these finance leases was \$152,615, of which \$58,141 was current. As of December 31, 2022, the outstanding balance on these finance leases was \$205,914, of which \$53,493 was current. As of December 31, 2021, the outstanding balance on these finance leases was \$254,776, of which \$49,040 was current.

(8) Notes Payable

As of December 31, 2023, 2022, and 2021, the Company's notes payable consisted of the following:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
Note payable with a bank. Face amount \$929,303, dated March 5, 2020, interest at the prime plus 2.75% per annum, payments due in 120 installments of \$10,790. Guaranteed by the Small Business Administration. Collateralized by all the assets of the Company and Parent, and by guarantees of the Parent and by a shareholder of Parent.	\$ 647,983	\$ 723,346	\$ 798,875
Note payable with a bank dated September 18, 2023 with interest of 47% per annum and weekly payments of \$14,643 until maturity in September 2025.	473,329	-	-
Note payable to a related party. The amount does not accrue interest and is due upon demand.	150,000	-	-
Emergency Injury Disaster Loan ("EIDL") with the Small Business Administration ("SBA"). Face amount \$2,000,000, dated June 15, 2020, due in 360 payments of \$10,011, beginning in December 2022, including interest at 3.75%.	2,013,668	2,058,434	158,229
Note payable with a bank dated December 29, 2021 with interest of 12% per annum. Monthly interest payments are due, with a balloon payment of \$940,000 due on December 28, 2023.	-	-	940,000
Note payable with a bank dated December 21, 2021. Face amount of \$600,000 with interest of 33.60% per annum, weekly payments of \$9,722 through June 23, 2023.	-	-	588,273
	<u>3,284,980</u>	<u>2,781,780</u>	<u>2,485,377</u>
Less: current maturities	<u>(600,590)</u>	<u>(119,089)</u>	<u>(454,324)</u>
	<u>\$ 2,682,006</u>	<u>\$ 2,662,691</u>	<u>\$ 2,031,053</u>

**OXI FRESH FRANCHISING CO., INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
December 31, 2023, 2022, and 2021

(9) Line of Credit

During the year ended December 31, 2019, the Company obtained a \$70,000 line of credit from a bank. The line of credit charges interest at a rate of 39.90% and expires in 2024. As of December 31, 2023, 2022, and 2021, the outstanding balance on the line of credit was \$67,812, \$58,525, and \$46,734, respectively.

(10) Related Party Transactions

*(a) Transactions with Parent*

During the years ended December 31, 2023, 2022, and 2021, the Company loaned funds to the Parent. The promissory note bears interest at 2% per annum and has a maturity date of March 31, 2028. As of December 31, 2023, 2022, and 2021, the note balance was \$815,138, \$737,023 and \$107,000, respectively. If the Parent Company was unable to service this debt, the resulting impairment of the note would be material to the financial statements.

During the year ended December 31, 2020, the Parent advanced \$149,150 to assist in working capital. The balance due as of December 31, 2020 was \$149,150 and was repaid during the year ended December 31, 2021.

*(b) Transactions with Related Parties*

During the years ended December 31, 2023, 2022, and 2021, the Company has earned operating revenues and received advertising and technology fund contributions from affiliates of \$97,769, \$102,406, and \$108,114, respectively. As of December 31, 2023, 2022, and 2021, the balance due from related parties was \$13,014 and \$43,653, respectively.

During the years ended December 31, 2023, 2022, and 2021, the Company made loans to affiliates through common ownership. The notes accrue interest at 2% per annum and have various maturity dates. As of December 31, 2023, 2022, and 2021, the notes had a balance of \$337,228, \$333,900, and \$82,746, respectively.

(11) Advertising and Technology Fund Activity

Advertising and Technology Fund activity consists of the following as of December 31:

	2023	2022	2021
Balance, beginning of the year	\$ (841,120)	\$ (835,657)	\$ (847,234)
Contributions received	1,084,646	1,075,210	1,109,975
Disbursements	(1,085,819)	(1,080,673)	(1,121,552)
	<u>\$ (842,293)</u>	<u>\$ (841,120)</u>	<u>\$ (835,657)</u>

For the years ended December 31, 2023, 2022, and 2021, the contributions received and costs incurred have been reported as revenue and expense in the Company's Statement of Operations.

(12) Commitments and Contingencies

*(a) Litigation*

The Company may be subject to various claims, legal actions and complaints arising in the ordinary course of business. In accounting for legal matters and other contingencies, the Company follows the guidance in ASC 450, *Contingencies*, under which loss contingencies are accounted for based upon the likelihood of incurrence of a liability. If a loss contingency is "probable" and the amount of loss can be reasonably estimated, it is accrued. If a loss contingency is "probable" but the amount of loss cannot be reasonably estimated, disclosure is made. If a loss contingency is "reasonably possible," disclosure is made, including the potential range of loss, if determinable. Loss contingencies that are "remote" are neither accounted for nor disclosed.

**OXI FRESH FRANCHISING CO., INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2023, 2022, and 2021**

In the opinion of management, all matters are of such kind, or involve such amounts, that unfavorable disposition, if any, would not have a material effect on the financial position of the Company.

*(b) Joint Loans with Related Parties*

On March 6, 2020, the Company entered into a joint loan with its parent and two affiliates through common ownership to consolidate its debt and obtain a lower rate of interest. The loan has a principal balance of \$2,400,000, of which the Company assumed \$929,303. The loan charges interest at the prime rate plus 2.75% and is payable in 120 payments of \$27,865. In the event that the Company's parent or affiliates default, the Company would be liable to pay the remaining balance assumed by those related parties. As of December 31, 2023, 2022, and 2021, the total balance outstanding was \$1,672,330, \$1,867,757, and \$2,031,612, respectively.

**(13) Plans for Future Operations**

The Company's financial statements are prepared on a going concern basis, which contemplates the realization of assets and the satisfaction of obligations in the normal course of business. As of the balance sheet date, the Company's accounts payable, credit card liabilities, accrued expenses, and current portion of long-term debt obligations exceed their cash and accounts receivable. In addition, the liquidation value of fixed assets is not estimated to provide material relief. In addition, the Company has a significant note receivable from related parties. Should those related parties be unable to repay the note receivable, the impairment of that receivable would prove material to the Company's balance sheet.

The Company has experienced positive cash flows from operations of \$755,999, \$507,722, and \$333,764 for the years ended December 31, 2023, 2022 and 2021 respectively, and demonstrates the Company's ability to generate positive cashflow. The lack of liquid assets is partially mitigated by this. However, without a significant increase in operating cash flows or a cash infusion from the stockholder, operating cash flows may be insufficient to repay the Company's current liabilities.

Management has evaluated these conditions and has planned to obtain new financing from its shareholder, who has the ability to fund operations and intends to do so if required. This alleviates substantial doubt about the ability of the Company to continue as a going concern.

**(14) Subsequent Events**

Management has evaluated subsequent events through March 22, 2024, the date on which the financial statements were available to be issued.

**ATTACHMENT L  
TO FRANCHISE DISCLOSURE DOCUMENT**

**LIST OF ADMINISTRATORS/AGENTS FOR SERVICE OF PROCESS**

**LIST OF STATE ADMINISTRATORS AND  
AGENTS FOR SERVICE OF PROCESS**

STATE	STATE ADMINISTRATOR	AGENT FOR SERVICE OF PROCESS
<b>CALIFORNIA</b>	Department of Financial Protection and Innovation 320 West 4th Street, Suite 750 Los Angeles, California 90013-2344 (213) 576-7500  One Sansome Street, Suite 600 San Francisco, California 94104-4448 (415) 972-8565  2101 Arena Boulevard Sacramento, California 95834 (916) 445-7205  (866) 275-2677 (toll free) www.dfpi.ca.gov ask.dfpi@dfpi.ca.gov	Commissioner Department of Financial Protection and Innovation 320 West 4th Street, Suite 750 Los Angeles, California 90013-2344 (213) 576-7500 (866) 275-2677 (toll free)
<b>FLORIDA</b>	Florida Department of Agriculture and Consumer Services Division of Consumer Services Attn: Finance & Accounting 407 South Calhoun Street Tallahassee, Florida 32399-0800 (850) 410-3800	None
<b>HAWAII</b>	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	Hawaii Commissioner of Securities Same Address
<b>ILLINOIS</b>	Franchise Bureau Office of the Attorney General 500 South Second Street Springfield, Illinois 62706 (217) 782-4465	Illinois Attorney General Same Address
<b>INDIANA</b>	Indiana Secretary of State Division of Securities 302 West Washington Room E-111 Indianapolis, Indiana 46204 (317) 232-6681	Indiana Secretary of State 201 State House 200 West Washington Street Indianapolis, Indiana 46204 (317) 232-6531

STATE	STATE ADMINISTRATOR	AGENT FOR SERVICE OF PROCESS
<b>IOWA</b>	Iowa Secretary of State 321 E. 12 <sup>th</sup> Street Des Moines, Iowa 50319 (515) 281-5204	Same
<b>MARYLAND</b>	Office of Attorney General Maryland Division of Securities 200 St. Paul Place Baltimore, Maryland 21202-2020 (410) 576-6360	Maryland Securities Commissioner Same Address
<b>MICHIGAN</b>	Michigan Attorney General Franchise Section - Consumer Protection Division G. Mennen Williams Building, 1st Floor 525 W. Ottawa Street Lansing, Michigan 48933 P.O. Box 30213 Lansing, Michigan 48909 (517) 373-7117	Michigan Department of Commerce Same Address
<b>MINNESOTA</b>	Minnesota Department of Commerce 85 7 <sup>th</sup> Place East, Suite 280 St. Paul, Minnesota 55101 (651) 539-1600	Minnesota Commissioner of Commerce Same Address
<b>NEBRASKA</b>	Department of Banking and Finance 1526 K Street, Suite 300 Lincoln, Nebraska 68508-2732 P.O. Box 95006 Lincoln, Nebraska 68509-5006 (402) 471-3445	None
<b>NEW YORK</b>	NYS Department of Law Investor Protection Bureau 28 Liberty Street, 21 <sup>st</sup> Floor New York, New York 10005 (212) 416-8222	Secretary of State 99 Washington Avenue Albany, New York 12231
<b>NORTH DAKOTA</b>	North Dakota Securities Department 600 East Boulevard Avenue, Fourteenth Floor, Dept 414 Bismarck, North Dakota 58505-0510 (701) 328-4712	North Dakota Securities Commissioner Same
<b>OREGON</b>	Department of Consumer and Business Services Division of Finance and Corporate Securities Labor and Industries Building 350 Winter Street NE, Room 410 Salem, Oregon 97301-3881 (503) 378-4140	Director of Oregon Department of Consumer and Business Services Division of Finance and Corporate Securities Labor and Industries Building 350 Winter Street NE, Room 410 Salem, Oregon 97301-3881 (503) 378-4140



STATE	STATE ADMINISTRATOR	AGENT FOR SERVICE OF PROCESS
<b>RHODE ISLAND</b>	State of Rhode Island and Providence Plantations Department of Business Regulation Securities Division 1511 Pontiac Avenue John O. Pastore Complex - Building 69-1 Cranston, Rhode Island 02920 (401) 462-9500	Director of Rhode Island Department of Business Regulation Same Address
<b>SOUTH DAKOTA</b>	South Dakota Division of Insurance Securities Regulation 124 S Euclid, Suite 104 Pierre, South Dakota 57501 (605) 773-3563	Director of South Dakota Division of Insurance Same Address
<b>TEXAS</b>	Secretary of State Statutory Documents Section James E. Rudder Building 1019 Brazos Street Austin, Texas 78701 P.O. Box 13550 Austin, Texas 78711 (512) 463-5705	None
<b>UTAH</b>	Utah Department of Commerce Consumer Protection Division 160 East 300 South, 2 <sup>nd</sup> Floor Salt Lake City, UT 84114 801-530-6601	Same
<b>VIRGINIA</b>	State Corporation Commission Division of Securities and Retail Franchising 1300 E. Main Street, 9th Floor Richmond, Virginia 23219 (804) 371-9051	Clerk of the State Corporation Commission State Corporation Commission 1300 E. Main Street, 1st Floor Richmond, Virginia 23219 (804) 371-9733
<b>WASHINGTON</b>	Department of Financial Institutions Securities Division P.O. Box 41200 Olympia, Washington 98504-1200 (360) 902-8760	Director of Financial Institutions 150 Israel Road SW Tumwater, Washington 98501 (360) 902-8760
<b>WISCONSIN</b>	Department of Financial Institutions Division of Securities 4822 Madison Yards Way, North Tower Madison, Wisconsin 53705 P.O. Box 1768 Madison, Wisconsin 53701-1768 (608) 266-8557	Administrator, Division of Securities Same Address

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 above in which we have appointed an agent for service of process.

There may also be additional agents appointed in some of the states listed.

**ATTACHMENT M  
TO FRANCHISE DISCLOSURE DOCUMENT**

**STATE SPECIFIC ADDENDA WITH STATE EFFECTIVE DATES PAGE**

**STATE LAW ADDENDA TO THE  
OXI FRESH FRANCHISING CO., INC.  
FRANCHISE DISCLOSURE DOCUMENT**

The following modifications are to the Oxi Fresh Franchising Co., Inc. (“OFFC”) Franchise Disclosure Document for the states noted below.

HAWAII

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.

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 SEVEN DAYS PRIOR TO THE EXECUTION BY THE PROSPECTIVE FRANCHISEE, OF ANY BINDING FRANCHISE OR OTHER AGREEMENT, OR AT LEAST SEVEN 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.

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 OFFC AND THE FRANCHISEE.

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  
(303) 586-2722

1. The following statement is added at the end of Item 5:

All initial fees payable to us and any of our affiliates shall be deferred until we have fulfilled all of our initial obligations to you.

2. The following paragraph is added to Item 17:

Section 482E-6(3) of the Hawaii Revised Statutes provides that upon termination or refusal to renew the franchise, we are obligated to compensate you for the fair market value, at the time of the termination or expiration of the franchise, of your inventory, supplies, equipment and

furnishings purchased from us or a supplier designated by us; provided that personalized materials which have no value to us need not be compensated for. If we refuse to renew a franchise for the purpose of converting your business to one owned and operated by us, we, in addition to the remedies provided above, shall compensate you for the loss of goodwill. We may deduct from such compensation reasonable costs incurred in removing, transporting and disposing of your inventory, supplies, equipment and furnishings pursuant to this requirement, and may offset from such compensation any monies due us.

3. The following list reflects the status of our franchise registration in the states which require registration:

A. The states in which this proposed registration is effective: California, Hawaii, Illinois, Indiana, Maryland, Michigan, Minnesota, New York, North Dakota, Rhode Island, South Dakota, Virginia, Washington and Wisconsin.

B. The states in which this proposed registration is or will be shortly on file: None.

C. The states, if any, which have refused, by order or otherwise, to register these franchises: None.

D. The states, if any, which have revoked or suspended the right to offer these franchises: None.

E. The states, if any, in which the proposed registration of these franchises has been withdrawn by us: None.

#### INDIANA

The following modifications are made to the Disclosure Document only to the extent required by the Indiana Franchises Act, IND. CODE § 23-2-2.5, and the Indiana Deceptive Franchise Practices Act, IND. CODE § 23-2-2.7:

1. The following statement is added to Item 12:

Indiana law prohibits us from establishing a Franchisor-owned outlet engaged in a substantially identical business within your exclusive territory, or if no exclusive territory is designated, that competes unfairly with you within a reasonable area.

2. The Summary column of Items 17.r and w in the Chart in Item 17 are deleted and replaced by the following:

17.r: No involvement in a competitive business for two years within a 20 mile radius of your Protected Territory.

17.w: Except to the extent governed by federal law, disputes related to a violation of the Indiana Franchises Act or the Indiana Deceptive Franchise Practices Act shall be governed by those laws, and all other matters regarding the Franchise Agreement shall be governed by Federal and Colorado law. The Colorado Consumer Protection Act does not apply.

The changes to Item 17.w have been included in this Disclosure Document as a condition to registration. We and you do not agree with the above language and believe that each of the provisions of the Franchise Agreement, including all venue and choice of law provisions, are fully enforceable. We and you intend to fully enforce all of the provisions of the Franchise Agreement and all other documents signed by us, including but not limited to, all venue, choice-of-law, arbitration provisions and other dispute avoidance and resolution provisions and to rely on federal pre-emption under the Federal Arbitration Act.

## MARYLAND

1. The following sentence is added at the end of Item 5:

All initial fees and payments payable to us shall be deferred until we have completed our initial obligations to you.

2. The Summary column of Items 17.v is deleted and the following is inserted in its place:

17.v: Colorado (except for claims arising under the Maryland Franchise Registration and Disclosure Law). Any claims arising under the Maryland Franchise Registration and Disclosure Law must be brought within three years after the grant of the franchise.

3. The following sentences are added at the end of Items 5 and 17:

A general release requested as a condition of renewal and/or transfer excludes claims which may arise under the Maryland Franchise Registration and Disclosure Law. A default due to bankruptcy may not be enforceable under federal bankruptcy laws.

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.

## MINNESOTA

1. Special Risks to Consider About This Franchise:

MINNESOTA STATUTES, SECTION 80C.21 AND MINNESOTA RULE 2860.4400(J) PROHIBIT US FROM REQUIRING LITIGATION TO BE CONDUCTED OUTSIDE MINNESOTA, REQUIRING WAIVER OF A JURY TRIAL, OR REQUIRING YOU TO CONSENT TO LIQUIDATED DAMAGES, TERMINATION PENALTIES OR JUDGMENT NOTES. IN ADDITION, NOTHING IN THE DISCLOSURE DOCUMENT OR AGREEMENT CAN ABROGATE OR REDUCE (1) ANY OF YOUR RIGHTS AS PROVIDED FOR IN MINNESOTA STATUTES, CHAPTER 80C, OR (2) YOUR RIGHTS TO ANY PROCEDURE, FORUM, OR REMEDIES PROVIDED FOR BY THE LAWS OF THE JURISDICTION.

Mandatory Minimum Payments. You must make minimum royalty or advertising fund payments, regardless of your sales levels. Your inability to make the payments may result in termination of your franchise and loss of your investment.

2. The following statements are added to the Cover Page:

THIS FRANCHISE HAS BEEN REGISTERED UNDER THE MINNESOTA FRANCHISE ACT. REGISTRATION DOES NOT CONSTITUTE APPROVAL, RECOMMENDATION OR ENDORSEMENT BY THE COMMISSIONER OF COMMERCE OF MINNESOTA OR A FINDING THAT THE INFORMATION PROVIDED HEREIN IS TRUE, COMPLETE AND NOT MISLEADING.

THE MINNESOTA FRANCHISE ACT MAKES IT UNLAWFUL TO OFFER OR SELL ANY FRANCHISE IN THIS STATE WHICH IS SUBJECT TO REGISTRATION WITHOUT FIRST PROVIDING TO THE PROSPECTIVE FRANCHISEE, AT LEAST 7 DAYS PRIOR TO THE EXECUTION BY THE PROSPECTIVE FRANCHISEE OF ANY BINDING FRANCHISE OR OTHER AGREEMENT, OR AT LEAST 7 DAYS PRIOR TO THE PAYMENT OF ANY CONSIDERATION, BY THE FRANCHISEE, WHICHEVER OCCURS FIRST, A COPY OF THIS PUBLIC OFFERING STATEMENT, TOGETHER WITH A COPY OF ALL PROPOSED AGREEMENTS RELATING TO THE FRANCHISE. THIS PUBLIC OFFERING STATEMENT CONTAINS A SUMMARY ONLY OF CERTAIN MATERIAL PROVISIONS OF THE FRANCHISE AGREEMENT. THE CONTRACT OR AGREEMENT SHOULD BE REFERRED TO FOR AN UNDERSTANDING OF ALL RIGHTS AND OBLIGATIONS OF BOTH THE FRANCHISOR AND THE FRANCHISEE.

3. The following replaces the “Insufficient Funds Fee” row in the chart in Item 6:

Insufficient Funds Fee <sup>1</sup>	\$30 per violation	As incurred	Payable for denied request for ACH Withdrawal (defined below), credit card charge, check, or other payment method.
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4. The following statement is added at the end of Item 13:

We will protect your right to use our Marks in the manner authorized by us. The Minnesota Department of Commerce requires franchisors to indemnify franchisees against liability to third parties resulting from claims by third parties that the franchisee’s use of the franchisor’s marks infringes upon the trademark rights of the third party.

5. The following statement is added at the end of Items 5, 17.c, and 17.m:

(Any release executed in connection herewith shall not apply to any claims that may arise under the Minnesota Franchise Act. Minnesota Rule 2860.4400(D) prohibits a franchisor from requiring a franchisee to assent to a general release from liability imposed by Minnesota Statutes, Sections 80C.01 to 80C.22, provided, it does not bar the voluntary settlement of disputes.)

6. The following statements are added at the end of Item 17:

We will comply with Minnesota Statutes, Section 80C.14, Subd. 3-5, 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 nonrenewal of the franchise agreement, and (2) that consent to the transfer of the franchise will not be unreasonably withheld.

Minnesota Statutes, Section 80C.17, Subd. 5 provides that any claims and actions based on a violation of Chapter 80C of the Minnesota statutes or any rule or order thereunder shall be commenced within three years from the occurrence of the facts giving rise to such claim or action.

Minnesota Statutes, Section 80C.21 and Minnesota Rule 2860.4400(J) prohibit us from requiring litigation to be conducted outside Minnesota, requiring waiver of a jury trial, or requiring you to consent to liquidated damages, termination penalties, or judgment notes. In addition, nothing in the Disclosure Document or agreement can abrogate or reduce (1) any of your rights as provided for in Minnesota Statutes, Chapter 80C, or (2) your rights to any procedure, forum, or remedies provided for by the laws of the jurisdiction. (The foregoing language has been included in this Disclosure Document as a condition of registration. We and you do not agree with the above language and believe that each of the provisions of the Franchise Agreement are fully enforceable. We and you intend to fully enforce all of the provisions of the Franchise Agreement and all other documents signed by us, including but not limited to, all venue, choice-of-law, arbitration provisions and other dispute avoidance and resolution provisions and to rely on federal pre-emption under the Federal Arbitration Act.)

You cannot consent to us obtaining injunctive relief. We may seek injunctive relief. See Minnesota Rule 2860.4400(J). Also, a court will determine if a bond is required.

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.

## NORTH DAKOTA

1. The North Dakota Securities Commissioner has held the following to be unfair, unjust or inequitable to North Dakota franchisees:

A. Restrictive Covenants: Franchise Disclosure Documents which disclose the existence of covenants restricting competition contrary to Section 9-08-06, N.D.C.C., without further disclosing that such covenants will be subject to this statute.

B. Situs of Arbitration Proceedings: Franchise agreements providing that the parties must agree to the arbitration of disputes at a location that is remote from the site of the franchisee's business.

C. Restrictions on Forum: Requiring North Dakota franchisees to consent to the jurisdiction of courts outside of North Dakota.

D. Liquidated Damages and Termination Penalties: Requiring North Dakota franchisees to consent to liquidated damages or termination penalties.

E. Applicable Laws: Franchise agreements which specify that they are to be governed by the laws of a state other than North Dakota.

F. Waiver of Trial by Jury: Requiring North Dakota franchisees to consent to the waiver of a trial by jury.

G. Waiver of Exemplary & Punitive Damages: Requiring North Dakota franchisees to consent to a waiver of exemplary and punitive damages.

H. General Release: Franchise agreements that require the franchisee to sign a general release upon renewal of the franchise agreement.

I. Limitation of Claims: Franchise agreements that require the franchisee to consent to a limitation of claims. The statute of limitations under North Dakota law applies.

2. The following statement is added at the end of Item 5:

All initial fees payable to us and any of our affiliates shall be deferred until we have fulfilled our initial obligations to you under the Franchise Agreement and you have commenced operations pursuant to the Franchise Agreement.

#### RHODE ISLAND

The following statement is added at the end of Item 17:

Section 19-28.1-14 of the Rhode Island Franchise Investment Act provides that “A provision in a franchise agreement restricting jurisdiction or venue to a forum outside this state or requiring the application of the laws of another state is void with respect to a claim otherwise enforceable under this Act.”

The preceding language has been included in this Disclosure Document as a condition to registration. We and you do not agree with the above language and believe that each of the provisions of the Franchise Agreement, including all venue provisions, are fully enforceable. We and you intend to fully enforce all of the provisions of the Franchise Agreement, and all other documents signed by us, including but not limited to, all venue, choice-of-law, arbitration provisions and other dispute avoidance and resolution provisions and to rely on federal pre-emption under the Federal Arbitration Act.

#### SOUTH DAKOTA

1. The following statement is added at the end of Item 5:

All initial fees payable to us and any of our affiliates shall be deferred until we have fulfilled our initial obligations to you and you have commenced operations pursuant to the Franchise Agreement.

#### VIRGINIA

1. The following statement is added at the end of Item 5:

The Virginia State Corporation Commission’s Division of Securities and Retail Franchising requires us to defer payment of the Initial Franchise Fee and other initial payments owed by franchisees to us until we have completed our pre-opening obligations under the Franchise Agreement.



2. The following statement is added at the end of Row h in Item 17:

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 do 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.

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.

#### WISCONSIN

REGISTRATION OF THIS FRANCHISE IN THE STATE OF WISCONSIN DOES NOT MEAN THAT THE STATE RECOMMENDS IT OR HAS VERIFIED THE INFORMATION IN THIS DISCLOSURE DOCUMENT.

The conditions under which the Franchise Agreement can be terminated or not renewed may be affected by the Wisconsin Fair Dealership Law, Wisconsin Statutes 1981-82, Title XIV-A, Chapter 135.

## State Effective Dates

The following states have franchise laws that 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>
California	SEE CALIFORNIA SPECIFIC FDD
Hawaii	Pending
Illinois	SEE ILLINOIS SPECIFIC FDD
Indiana	Pending
Maryland	Pending
Michigan	March 31, 2024
Minnesota	Pending
New York	SEE NEW YORK SPECIFIC FDD
North Dakota	Pending
Rhode Island	Pending
South Dakota	Pending
Virginia	Pending
Washington	SEE WASHINGTON SPECIFIC FDD
Wisconsin	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.

**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 Oxi Fresh Franchising Co., Inc. (“OFFC”) offers you a franchise, it must provide this Disclosure Document to you 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 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 10 business days before the execution of any binding franchise or other agreement or the payment of any consideration, whichever occurs first.

Iowa requires that we give you this Disclosure Document at the earlier of the first personal meeting or 14 calendar days before the execution of the franchise or other agreement or the payment of any consideration, whichever occurs first.

If OFFC 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 appropriate state agency identified on Attachment L.

OFFC authorizes the parties identified on Attachment L to receive service of process for OFFC in the particular state.

The following Franchise Sellers were involved in the offering of this franchise:

The following employees of OFFC, having a principal business address and telephone number the same as OFFC: Jonathan Barnett, \_\_\_\_\_  
\_\_\_\_\_.

The following independent sales agent (OFFC requests that the prospective franchisee fill in the information if known): \_\_\_\_\_, having a principal business address at : \_\_\_\_\_, telephone number: \_\_\_\_\_.

Issuance Date: March 31, 2024, as amended April 1, 2024.

I received a Disclosure Document dated March 31, 2024, as amended April 1, 2024, that included the following Attachments:

Franchise Agreement (Attachment A); Confidentiality/Application Agreement (Attachment B); Nondisclosure and Noncompetition Agreement (Attachment C); Statement of Prospective Franchisee (Attachment D); Territory Reservation Deposit Agreement (Attachment E); Form of Successor Franchise Rider to Franchise Agreement (Attachment F); Current Form of General Release (Attachment G); Operations Manual Table of Contents (Attachment H); List of Franchisees (Attachment I); List of Franchisees Who Have Left the System (Attachment J); Financial Statements (Attachment K); List of Administrators/Agents For Service of Process (Attachment L); and State Specific Addenda with State Effective Dates Page (Attachment M).

**DATE:** \_\_\_\_\_

\_\_\_\_\_  
**Prospective Franchisee**

**Print Name:** \_\_\_\_\_

**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 Oxi Fresh Franchising Co., Inc. (“OFFC”) offers you a franchise, it must provide this Disclosure Document to you 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 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 10 business days before the execution of any binding franchise or other agreement or the payment of any consideration, whichever occurs first.

Iowa requires that we give you this Disclosure Document at the earlier of the first personal meeting or 14 calendar days before the execution of the franchise or other agreement or the payment of any consideration, whichever occurs first.

If OFFC 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 appropriate state agency identified on Attachment L.

OFFC authorizes the parties identified on Attachment L to receive service of process for OFFC in the particular state.

The following Franchise Sellers were involved in the offering of this franchise:

The following employees of OFFC, having a principal business address and telephone number the same as OFFC: Jonathan Barnett, \_\_\_\_\_  
\_\_\_\_\_.

The following independent sales agent (OFFC requests that the prospective franchisee fill in the information if known): \_\_\_\_\_, having a principal business address at : \_\_\_\_\_,  
telephone number: \_\_\_\_\_.

Issuance Date: March 31, 2024, as amended April 1, 2024.

I received a Disclosure Document dated March 31, 2024, as amended April 1, 2024, that included the following Attachments:

Franchise Agreement (Attachment A); Confidentiality/Application Agreement (Attachment B); Nondisclosure and Noncompetition Agreement (Attachment C); Statement of Prospective Franchisee (Attachment D); Territory Reservation Deposit Agreement (Attachment E); Form of Successor Franchise Rider to Franchise Agreement (Attachment F); Current Form of General Release (Attachment G); Operations Manual Table of Contents (Attachment H); List of Franchisees (Attachment I); List of Franchisees Who Have Left the System (Attachment J); Financial Statements (Attachment K); List of Administrators/Agents For Service of Process (Attachment L); and State Specific Addenda with State Effective Dates Page (Attachment M).

**DATE:** \_\_\_\_\_

\_\_\_\_\_  
**Prospective Franchisee**

**Print Name:** \_\_\_\_\_

**IMPORTANT: PLEASE IMMEDIATELY SIGN AND FAX THIS PAGE TO (303) 716-2955, THEN RETURN THIS PAGE BY MAIL OR COURIER TO OXI FRESH FRANCHISING CO., INC. AT 143 UNION BOULEVARD, SUITE 825, LAKEWOOD, COLORADO, U.S.A. 80228.**

## UNIFORM FRANCHISE REGISTRATION APPLICATION

File No. 633392

(Insert file number of immediately  
preceding filing of Applicant)

State: Wisconsin

Fee: \$400.00

APPLICATION FOR (Check only one):

- INITIAL REGISTRATION OF AN OFFER AND SALE OF FRANCHISES
- RENEWAL APPLICATION OR ANNUAL REPORT
- PRE-EFFECTIVE AMENDMENT
- POST-EFFECTIVE MATERIAL AMENDMENT

1. Full legal name of Franchisor: Oxi Fresh Franchising Co., Inc.

2. Name of the franchise offering: Oxi Fresh Carpet Cleaning

3. Franchisor's principal business address:

143 Union Blvd., Suite 825  
Lakewood, Colorado 80228

4. Name and address of Franchisor's agent in this State authorized to receive service of process:

Department of Financial Institutions  
Division of Securities  
4822 Madison Yards Way, North Tower  
Madison, Wisconsin 53705

5. The states in which this application is or will be shortly on file:

California, Hawaii, Illinois, Indiana, Maryland, Minnesota, New York, North Dakota,  
Rhode Island, South Dakota, Virginia, Washington & Wisconsin.

6. Name, address, telephone and facsimile numbers, and e-mail address of person to whom communications regarding this application should be directed:

Douglas R. Ferguson, Esq.  
Robinson Waters & O'Dorisio, PC  
1099 18th Street, Suite 2600  
Denver, Colorado 80202  
Phone: (303) 297-2600  
Fax: (303) 297-2750  
dferguson@rwolaw.com

### Certification

I certify and swear under penalty of law that I have read and know the contents of this application, including the Franchise Disclosure Document with an issuance date of 3/31/24, as amended 4/1/24, attached as an exhibit, and that all material facts stated in all those documents are accurate and those documents do not contain any material omissions. I further certify that I am duly authorized to make this certification on behalf of the Franchisor and that I do so upon my personal knowledge.

Signed at Lakewood, Colorado, March 25th, 2026.

**Franchisor:**  
**OXI FRESH FRANCHISING CO., INC.**

By:   
Name: Jonathan L. Barnett  
Title: President

STATE OF COLORADO )  
 ) ss.  
COUNTY OF JEFFERSON )

Personally appeared before me this 25<sup>th</sup> day of March, 2024, the above-named Jonathan L. Barnett, to me known to be the person who executed the foregoing application as President of the above-named applicant and, being first duly sworn, stated upon oath that said application, and all exhibits submitted herewith, are true and correct.

Witness my hand and official seal.

My commission expires: 06/16/2026

Notary Public

SEAL

Jordan Keith  
NOTARY PUBLIC  
STATE OF COLORADO  
NOTARY ID# 20164015574  
MY COMMISSION EXPIRES 06/16/2026

## UNIFORM FRANCHISE CONSENT TO SERVICE OF PROCESS

Oxi Fresh Franchising Co., Inc. \_\_\_\_\_, a corporation \_\_\_\_\_ organized under the laws of Colorado \_\_\_\_\_ (the "Franchisor"), irrevocably appoints the officers of the States designated below and their successors in those offices, its attorney in those States for service of notice, process or pleading in an action or proceeding against it arising out of or in connection with the sale of franchises, or a violation of the franchise laws of that State, and consents that an action or proceeding against it may be commenced in a court of competent jurisdiction and proper venue within that State by service of process upon this officer with the same effect as if the undersigned was organized or created under the laws of that State and had lawfully been served with process in that State. We have checked below each state in which this application is or will be shortly on file, and provided a duplicate original bearing an original signature to each state.

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> California: Commissioner of Financial Protection and Innovation | <input checked="" type="checkbox"/> North Dakota: Securities Commissioner  |
| <input checked="" type="checkbox"/> Hawaii: Commissioner of Securities                              | <input checked="" type="checkbox"/> Rhode Island: Director, Department of Business Regulation                              |
| <input checked="" type="checkbox"/> Illinois: Attorney General                                      | <input checked="" type="checkbox"/> South Dakota: Director of the Division of Insurance                                    |
| <input checked="" type="checkbox"/> Indiana: Secretary of State                                     | <input checked="" type="checkbox"/> Virginia: Clerk, Virginia State Corporation Commission                                 |
| <input checked="" type="checkbox"/> Maryland: Securities Commissioner                               | <input checked="" type="checkbox"/> Washington: Director of Financial Institutions   |
| <input checked="" type="checkbox"/> Minnesota: Commissioner of Commerce                             | <input checked="" type="checkbox"/> Wisconsin: Administrator, Division of Securities, Department of Financial Institutions |
| <input checked="" type="checkbox"/> New York: Secretary of State                                    |  |


Please mail or send a copy of any notice, process or pleading served under this consent to:

Douglas R. Ferguson  
Robinson Waters & O'Dorisio, P.C.  
1099 18th Street, Suite 2600  
Denver, Colorado 80202



Dated: March 25th, 2024.

Franchisor:  
**OXI FRESH FRANCHISING CO., INC.**

By:   
Name: Jonathan L. Barnett  
Title: President



**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

- A. Name: Kristopher Antolak
- B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH
- C. Present Employer: Oxi Fresh Franchising Co., Inc.
- D. Present Title: Vice President
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

Mr. Antolak has been employed with Oxi Fresh Franchising, Co., Inc. ("OFFC") since December 2009, first as a Call Center Representative, then as Team Leader and Call Center Manager, and later as Director of Scheduling Center and Franchise Development. Since November 2014, he has served as the Vice President for OFFC. Mr. Antolak has served as a co-owner and manager of several franchised OXI FRESH Businesses over the past five years, and currently co-owns and manages a franchised OXI FRESH Business in Colorado.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Forum, nature and current status of the pending action: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. The forum: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Public agency or court: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

A. Name: Erin Banner

B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH

C. Present Employer: Oxi Fresh Franchising Co., Inc.

D. Present Title: Director of Marketing and Design

E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

From August 2013 to present, Ms. Banner has been Director of Marketing and Design for Oxi Fresh Franchising Co., Inc.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Forum, nature and current status of the pending action: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. The forum: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Public agency or court: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

- A. Name: Jonathan Barnett
- B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH
- C. Present Employer: Oxi Fresh Franchising Co., Inc.
- D. Present Title: Director, President, Secretary and Treasurer
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

Mr. Barnett has been the sole member of the Board of Directors, President, Secretary and Treasurer of Oxi Fresh Franchising Co., Inc. ("OFFC") since August 2006. He has also served as the sole Director, President, Secretary and Treasurer of Oxi Fresh of Denver, Inc. and Barnett Enterprises Corp., since 2006, and of Fresh Sweeps Franchising Co. Inc. since its inception in 2017. Since October 2018, he has been Chairman of the Board of Directors and Manager of Elephant In The Room Franchising Company, LLC, and he has also served as a Manager of its parent company EITR Holdings, LLC since in 2013, and its affiliates Elephant In The Room, LLC, Elephant In The Room South Tulsa, LLC, and Elephant In The Room Broken Arrow, LLC, since 2011, 2013, and 2016, respectively. Since July 2022, Mr. Barnett has also served as a Director, and as Co-President and Treasurer, of Accelerated Prep. He is also director of BE Properties Corp., a position he has held since June 2021. He previously served as Manager of Greenbaum Barnett Ventures, LLC from October 2020 to January 2024. From February 2019 to June 2022, Mr. Barnett served as a director of Building Futures.

2. State whether the person identified in 1 above:

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Forum, nature and current status of the pending action: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. The forum: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Public agency or court: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

\_\_\_\_\_



**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

- A. Name: Michael Burton
- B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH
- C. Present Employer: Oxi Fresh Franchising Co., Inc.
- D. Present Title: Franchise Developer
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

From April 2016 to present, Mr. Burton has been a Franchise Developer for Oxi Fresh Franchising Co., Inc.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Forum, nature and current status of the pending action: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. The forum: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Public agency or court: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

\_\_\_\_\_

**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

- A. Name: Kelli Harbaugh
- B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH
- C. Present Employer: Oxi Fresh Franchising Co., Inc.
- D. Present Title: Director of Scheduling Center
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

Ms. Harbaugh has been employed with Oxi Fresh Franchising, Co., Inc. since September 2010, first as a Customer Service Representative, then as Scheduling Center Team Lead, then as Scheduling Center Manager, and since February 2018 as Director of Scheduling Center.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Forum, nature and current status of the pending action: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. The forum: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Public agency or court: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

\_\_\_\_\_

**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

A. Name: Jordan Keith

B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH

C. Present Employer: Oxi Fresh Franchising Co., Inc.

D. Present Title: Director of Operations

E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

From May 2015 to present, Mr. Keith has been employed with Oxi Fresh Franchising Co., Inc. ("Oxi Fresh"), initially as a Marketing Assistant, then as an Operations Manager, and currently as Director of Operations. He has also served as Managing Member of JSKeith Enterprises, LLC, a franchisee of Oxi Fresh located in Arizona, since January 2024.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Forum, nature and current status of the pending action: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. The forum: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Public agency or court: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

\_\_\_\_\_

**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

A. Name: Matt Kline

B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH

C. Present Employer: Oxi Fresh Franchising Co., Inc.

D. Present Title: Director of Franchise Development

E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

From February 2018 to present, Mr. Kline as been Director of Franchise Development for Oxi Fresh Franchising Co., Inc. ("OFFC"). From February 2014 to February 2018, he was a franchise developer for OFFC.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- Names of the parties: \_\_\_\_\_
- Forum, nature and current status of the pending action: \_\_\_\_\_
- Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- Names of the parties: \_\_\_\_\_
- The forum: \_\_\_\_\_
- Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Public agency or court: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

\_\_\_\_\_



**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

- A. Name: Jordan LaBelle
- B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH
- C. Present Employer: Oxi Fresh Franchising Co., Inc.
- D. Present Title: Director of Content
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

From October 2022 to present, Mr. Labelle has been Director of Content for Oxi Fresh Franchising Co., Inc. ("OFFC"). From January 2013 to October 2022, he was a copywriter for OFFC. From March 2010 to December 2012, he was an administrative assistant for OFFC. From June 2009 to March 2010, he was a customer service representative for OFFC.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Forum, nature and current status of the pending action: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. The forum: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Public agency or court: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

\_\_\_\_\_

**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

A. Name: Joshua Morse

B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH

C. Present Employer: Oxi Fresh Franchising Co., Inc.

D. Present Title: Online Marketing Manager

E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

From March 2019 to present, Mr. Morse has been the Online Marketing Manager for Oxi Fresh Franchising Co., Inc. Previously, from August 2013 to March 2019, he served as the Profitability Coach for Oxi Fresh Franchising Co., Inc.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- Names of the parties: \_\_\_\_\_
- Forum, nature and current status of the pending action: \_\_\_\_\_
- Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- Names of the parties: \_\_\_\_\_
- The forum: \_\_\_\_\_
- Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Public agency or court: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_

\_\_\_\_\_

**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

- A. Name: Cameron Welch
- B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH
- C. Present Employer: Oxi Fresh Franchising Co., Inc.
- D. Present Title: Commercial Account Manager
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

From October 2013 to present, Mr. Welch has been a Commercial Account Manager for Oxi Fresh Franchising Co., Inc. From March 2019 to June 2023, he was also Manager of Oxi Fresh of Denver, LLC.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Forum, nature and current status of the pending action: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. The forum: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Public agency or court: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

\_\_\_\_\_

**FRANCHISE SELLER DISCLOSURE FORM**

1. List who will solicit, offer or sell franchises for the Franchisor in this state:

A. Name: Robert L. E. White

B. Business address and telephone number:  
143 Union Boulevard, Suite 825  
Lakewood, Colorado 80228  
1-877-OXIFRESH

C. Present Employer: Oxi Fresh Franchising Co., Inc.

D. Present Title: Director of Cleaning Systems and On Boarding Specialist

E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:

Mr. White has been Director of Cleaning Systems for Oxi Fresh Franchising Co., Inc. ("OFFC") since September 2009 and On Boarding Specialist for OFFC since March 2019. From March 2007 to September 2009, he served as cleaning system manager for OFFC. He was previously employed with OFFC's affiliate, Oxi Fresh of Denver, Inc. from February 2006 to March 2019, initially serving as an employee and later as its Operations Manager. He previously operated a franchised OXI FRESH Business in New Jersey from December 2011 to December 2013.

2. State whether the person identified in 1 above: \_\_\_\_\_

A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any other comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. Forum, nature and current status of the pending action: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

B. Has during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties: \_\_\_\_\_
- 2. The forum: \_\_\_\_\_
- 3. Case or proceeding identification number: \_\_\_\_\_

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law?

YES  NO

If you answered "yes", please provide:

1. Names of the parties: \_\_\_\_\_
2. Public agency or court: \_\_\_\_\_
3. Case or proceeding identification number: \_\_\_\_\_



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** William Adler
- B. Business address and telephone number:**  
271 S. Grove Park Rd., Memphis, TN 38117  
901-761-0250
- C. Present employer:**  
Adler, Inc. - Self Employed
- D. Present title:**  
Franchise Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Adler, Inc. - William Adler - Owner; Franchise Owner - The Entrepreneur's Source  
January 1, 2015 - Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_  \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:
- 2. Forum, nature and current status of the pending action:
- 3. Case or proceeding identification number:

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jamie Allen

**B. Business address and telephone number:**  
9531 Stoney Creek Dr., Las Vegas, NV 89117  
702-721-6704

**C. Present employer:**  
CareerHeaven, Inc. - Self Employed

**D. Present title:**  
Franchise Owner - The Entrepreneur's Source

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

CareerHeaven, Inc. Owner/President. Franchise Owner - The Entrepreneur's Source  
May 8, 2020 to Present

Remote Imagery Technologies, Inc. CEO.  
2013 - 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Stephanie Allsup

**B. Business address and telephone number:**  
10564 Schlottman Rd, Loveland Ohio 45140  
513-56-8229

**C. Present employer:**  
Self-Employed, Acquity Mavin, Inc

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - March 2022 - Present  
Director, Human Resources Scott Fetzer Consumer Brands -July 2021 - March 2022  
Director, Human Resources, Cornerstone Brands, Inc. Sept. 2012 - Feb. 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Craig L. Anderson

**B. Business address and telephone number:**

9568 Longmont Drive Houston TX 77063  
713-828-9298

**C. Present employer:**

Inceptional 2.0 Coaching LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - July 2021 - Present  
CEO & Principal, Anderson Sub. O&G LLC December 2019 - July 2021  
Director & GM, Gates Corp. O&G Division December 2017 - December 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Ricardo F Arevalo
- B. Business address and telephone number:**  
556 Pinedale Dr. Annapolis, MD 21401  
410-855-5924
- C. Present employer:**  
Daikomio, Inc - dba The Entrepreneur's Source
- D. Present title:**  
Franchise Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Daikomio, Inc. (dba The Entrepreneur's Source) - Franchisee/Coach  
2015 - Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Amy Arnold

**B. Business address and telephone number:**

1753 Kamsack St NW, Palm Bay, FL 32907  
775-223-9512

**C. Present employer:**

Self employed - Profishnsea, Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - March 2022 - Present  
Communications Consultant, October 2021 - Present  
Director Marketing & Communications, Click Bond, Inc. - Sept 2012 - Apr 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Jeff Baker
- B. Business address and telephone number:**  
10609 E. 99th St., Tulsa, OK 74133  
408-718-6257
- C. Present employer:**  
Self Employed (Franchise Owner - The Entrepreneur's Source)
- D. Present title:**  
Franchise Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Adobe Systems Inc. - IT Professional - System Administrator  
from June 2000 - June 2017  
  
The Entrepreneur's Source Franchise Owner  
July 2018 - Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Brian M. Ballou

**B. Business address and telephone number:**

34-3 Shunpike Road #203 Cromwell, CT 06416  
860-614-1680

**C. Present employer:**

The Ballou Companies LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Owner: The Ballou Companies LLC DBA Abrakadoodle Central CT  
34-3 Shunpike Road #203 Cromwell, CT 06416  
2/2020-present  
Regional VP, Columbus Life Insurance Companies  
400 E. 4th St. Cincinnati, OH 45202  
4/2013-02/2020  
Owner: The Entrepreneur's Source Franchisee - April 2021 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. **Names of the parties:**
  
  
2. **The forum:**
  
  
3. **Case or proceeding identification number:**

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

**If you answered "yes", please provide:**

1. **Name of the person:**
  
  
2. **Public agency or court:**
  
  
3. **Case or proceeding identification number:**



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Helen Barrera

**B. Business address and telephone number:**

614 Switzer St.  
Houston, TX 77013  
713-598-9121

**C. Present employer:**

HB Entrepreneur Coaching Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Feb 2023 - Present  
Regional Director of Operations, Wyndham Hotels & Resorts - May 1993 - March 2022

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** James Barrette
- B. Business address and telephone number:**  
2253 Millers Inlet Rd., Dandridge, TN. 37725  
714-767-1737
- C. Present employer:**  
Chestnut Hill Enterprises LLC
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - October 2022 - Present  
OracleCorp, Application Sales Manager, Sept 2021- August 2022  
Leadspace, Enterprise Account Executive, January 2021- September 2021  
Technology Business Consulting, Senior Account Executive, November 2019 -December 2020  
OracleCorp, Application Sales Manager, June 2017- November 2019

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. **Names of the parties:**
  
  
2. **The forum:**
  
  
3. **Case or proceeding identification number:**

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

**If you answered "yes", please provide:**

1. **Name of the person:**
  
  
2. **Public agency or court:**
  
  
3. **Case or proceeding identification number:**

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Francisco J Beltran-Valdez
- B. Business address and telephone number:**  
10247 Whipple Tree Lane, Clarkston, MI 48348  
248-303-3094
- C. Present employer:**  
BEL Group LLC - dba The Entrepreneur's Source
- D. Present title:**  
Franchisee of The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
BEL Group LLC - Michigan, Owner - TES Franchisee; Feb 2017 - Present  
BEL Industries LLC - Michigan, Owner; 2016 - 2017  
Peninsula Plastics Inc. - Michigan - VP of Business Development and Operations; 2010 - 2016

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Neil Benjamin
- B. Business address and telephone number:**  
649 Grantham Lane, Harleysville, PA 19438  
267-222-0480
- C. Present employer:**  
Everest Business Connections Corp - dba The Entrepreneur's Source
- D. Present title:**  
Franchise Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
  
Franchise Owner - The Entrepreneur's Source; 2017 - Present  
Lumeris, Regional Director; 2014-2016

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_  \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Randall Bennett

**B. Business address and telephone number:**  
7081 Nolen Park Circle, Nolensville, TN 37135  
901-219-5955

**C. Present employer:**  
RB Business Ventures, LLC

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - August 2022 - Present  
Tennessee Crown Distributing - General Manager - April 2020-April 2022  
Fireside Distributing Company - Managing Partner - December 2012-April 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Suzanne Bettendorf

**B. Business address and telephone number:**

500EGrant St Apt 903  
Minneapolis, MN 55404  
612-963-4933

**C. Present employer:**

Self-employed, The Entrepreneur's Source

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - October 25, 2023 - Present  
Director of Business Development, Aramark 2022-2023  
Executive Director Estee Lauder Companies, Aveda Institutes 2004-2021

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** John Bieri

**B. Business address and telephone number:**  
13906 E. 89th Street North, Owasso, OK 74055  
913-221-6640

**C. Present employer:**  
Self-Employed - Little Glencoe Consulting

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Aug 2021 - Present  
VP of Sales, Unarco Industries / Marmon Group / Berkshire Hathaway Jan 2018 to July 2021  
VP of Sales, ITW Food Equipment Group / Feb 1996 to Dec 2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Todd Bigney

**B. Business address and telephone number:**  
316 Garden Lily Ln Summerville SC 29485

**C. Present employer:**  
The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - June 2023 - Present  
Legacy Supply Chain December Area Manager 2022-June 2023  
RV One Superstore - April -December 2022  
Boeing - Maintenance Operations analyst 2019-2022

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Cindy Bloomquist
- B. Business address and telephone number:**  
623 Hawk's Nest Drive, Kathleen, GA 31047  
(612) 386-6225
- C. Present employer:**  
Bloomquist Business Coaching dba The Entrepreneur's Source
- D. Present title:**  
Franchise Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Bloomquist Business Coaching, Franchise Owner/Coach at The Entrepreneur's Source  
Dec 2016 - Present  
Macyn Food Enterprises, Owner; 2009-2016

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_  \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_  \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Mark Bloomquist

**B. Business address and telephone number:**  
623 Hawk's Nest Drive, Kathleen, GA 31047  
(612) 249-4166

**C. Present employer:**  
Bloomquist Business Coaching dba The Entrepreneur's Source

**D. Present title:**  
Franchise Owner - The Entrepreneur's Source

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Bloomquist Business Coaching, Franchise Owner/Coach at The Entrepreneur's Source  
Dec 2016 - Present  
Macyn Food Enterprises, CEO; 2009-2016

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Kimberly Boike

**B. Business address and telephone number:**

451 E Vermont Dr.  
Gilbert, AZ 85295  
(586) 215-5574

**C. Present employer:**

Self-Employed, Kimberly MacDonald LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Kimberly MacDonald LLC, Franchise Owner (DBA The Entrepreneurs Source), March 2023 - present  
Gilbert Public Schools - Teacher - 9/2019 - 11/2021  
Roseville Public Schools - Teacher - 8/1998 - 6/2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** John Boland

**B. Business address and telephone number:**  
5204 Coneflower Drive, Naperville, IL 60564  
630-988-0532

**C. Present employer:**  
Nile & Rose, LLC

**D. Present title:**  
Manager

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Nile & Rose, LLC DBA The Entrepreneur's Source (Dec 2023 - Present), Franchise Owner

Guidehouse - (2011-2023), Managing Director, Partner, COO Managed Services  
1676 International Drive, Suite 800, McLean, VA 22102

Prior to being acquired by Guidehouse in 2019, the name of the firm was Navigant, a Chicago, IL based consulting and business process outsourcing firm. Held the title of Managing Director and COO Managed Services at Navigant.

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:

2. Forum, nature and current status of the pending action:

3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Craig Bolding

**B. Business address and telephone number:**  
13115 Green Shores Ln, Rosharon, TX 77583  
832-580-9830

**C. Present employer:**  
Self-employed

**D. Present title:**  
Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner/Operator (The Entrepreneur's Source), Jun 2023 - Present  
Region Operations Support Manager, Baker Hughes, Sep 2021 - Jun 2023  
District Sales & Operations Manager, Baker Hughes, Sep 2018 - Aug 2021  
Sales Account Manager, Baker Hughes, Jul 2016 - Aug 2018

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. **Names of the parties:**

2. **Forum, nature and current status of the pending action:**

3. **Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Laurie Bosch

**B. Business address and telephone number:**

3125 S High St, Englewood, Co 80113  
303-304-1504

**C. Present employer:**

Self-Employed

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - June 2021 to Present  
Office Depot, Senior Regional Director - February 2019 to March 2021  
Colorado Harvest Company, Director of Retail Sales - Nov 2017 to June 2018  
Eddie Bauer, District Director - March 2015 to November 2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** E. Marshall F. Bowden
- B. Business address and telephone number:**  
511 Blue Goose Rd., Crozier, VA 23039  
(804) 314-3440
- C. Present employer:**  
4 Family, LLC - Self Employed
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
4 Family, LLC - Owner - Dec 2019 to Present  
The Entrepreneur's Source Franchise Owner - Dec 2019 to Present  
Genito Creek, LLC - Owner - August 2014 - Present  
Strickland Machine Company, LLC - Partner - August 2016 - June 2019  
Virginia Land Ventures, LLC - Partner - January 2001 - August 2014

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Troy D. Bradham
- B. Business address and telephone number:**  
2657 Stonehenge Ct, Atlanta, GA 30360  
404-353-7619
- C. Present employer:**  
Self Employed - Franchise Owner
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Business Owner - The Entrepreneur's Source, 2016 - Present  
Hillcrest Foods, Region Manager - 2006 - 2016

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Anna Brambilla
- B. Business address and telephone number:**  
1999 S. Bascom Ave, Suite 700, Campbell, CA 95008  
408-314-6831
- C. Present employer:**  
Self Employed - Ca d'Ora Coaching - dba The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
  
Ca d'Ora Coaching, Owner/Franchise Owner - Oct 2017 - Present  
Self Employed - Relocation Specialist - Aug 2014 - Oct 2017

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Brandon C Breath Sr.

**B. Business address and telephone number:**  
4001 James Dr., Metairie, LA 70003  
504-300-0802

**C. Present employer:**  
Breath Business Group, Inc - dba The Entrepreneur's Source

**D. Present title:**  
Franchise Owner - The Entrepreneur's Source

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Breath Business Group, Inc, Owner Franchisee/Coach for The Entrepreneur's Source  
June 2019 - Present  
Ochsner Health System - Director of Retail Services - Nov 2015 - April 2019  
Cost Plus World Market - District Manager - July 2003 - Nov 2015

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Patricia Bresnahan
- B. Business address and telephone number:**  
63286 Newhall Place, Bend, OR 97703  
Office - 541-241-7767, Cell - 650-787-4910
- C. Present employer:**  
Self Employed
- D. Present title:**  
Franchise Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
May 2018 - Present: PBIO Coaching, Franchise Owner - The Entrepreneur's Source  
Jan 2018 - May 2018: Self-Employed - Consultant TES Coach  
Mar 2017 - Oct 2017 - Hemacare  
Sept 2014 - Oct 2016 - Cesca Therapeutics - Marketing Director

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jerry Brown

**B. Business address and telephone number:**

5420 86th Street, Lubbock, TX 79424  
806-789-2769

**C. Present employer:**

Self-Employed

**D. Present title:**

Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Jerry G. Brown- March 2019 to Present Real Estate Wholesaler  
JGB Oilfield Services- May 2013 to March 2020 President of Oilfield Service Company  
Franchise Owner/Operator (The Entrepreneur's Source) - July 2023 to Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Ranee Brunner

**B. Business address and telephone number:**

Sunny View Ventures Company  
13610 Sloan Lake Ln. / Cypress, TX 77429 / 918.899.2940

**C. Present employer:**

Sunny View Ventures Company

**D. Present title:**

President

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Sunny View Ventures Company, President, (The Entrepreneur's Source); Jan 2024-Present  
Self-employed, Business & Strategy Advisor; Mar 2023-Dec 2024  
Argus Media, VP Consulting; Nov 2021-Feb 2023  
HSB Solomon Associates, Performance Solutions Manager/Senior Consultant; Jul 2018-Oct 2021  
Delek US Holding Inc., VP & General Manager; Feb 2016-Jun 2018

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Richard Brunner

**B. Business address and telephone number:**

9214 Meadowside Ct.  
Loomis, CA 95650

**C. Present employer:**  
Inspiring Insights, Inc.

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Jan 2021 - Present  
CIO, VP of Products, Revenue Solutions, Inc - Aug 2017 - May 2021  
VP Health & Human Services Systems, MAXIMUS, Inc - July 2004 - July 2016

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** John David Buck
- B. Business address and telephone number:**  
5539 Kisling St. Unit F, Washington, DC 20032  
202-621-6498
- C. Present employer:**  
Self Employed/Franchisee
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Business Owner - The Entrepreneur's Source - July 2008 to Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Blake Burnett

**B. Business address and telephone number:**  
1285 Faircrest Crossing Drive, Alpharetta, GA 30004  
678-458-9624

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Sage Software Inc, VP Finance, May 18, 2020 - March 2, 2021  
Fiserv, Inc, VP Finance, August 18, 2014 - November 1, 2019  
The Entrepreneur's Source Franchisee - October 2021 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. **Names of the parties:**
  
2. **The forum:**
  
3. **Case or proceeding identification number:**

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

**If you answered "yes", please provide:**

1. **Name of the person:**
  
2. **Public agency or court:**
  
3. **Case or proceeding identification number:**



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Sean Caldwell

**B. Business address and telephone number:**

1 Manchester Court  
Mansfield, TX 76063  
817.807.7442

**C. Present employer:**

Self Employed, Solarsteinn Ventures, Inc.

**D. Present title:**

President

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Business Owner - The Entrepreneur's Source - April 2023 - present  
Solarsteinn Ventures, Inc.; President April 2023 - present  
GTS Technology Solutions; Director of Managed Services January 2019 - January 2023  
Dallas County; IT Operations Manager April 2016 - December 2018

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

## Form D (cont'd) - Franchise Seller Disclosure Form

- B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
2. The forum:
  
3. Case or proceeding identification number:

- C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
2. Public agency or court:
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Gerald (Jerry) Callistein

**B. Business address and telephone number:**  
6 Duke Court, Rockville, MD 20150-1010  
240-813-4454

**C. Present employer:**  
Self-Employed - Callico, Inc.  
dba The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner -The Entrepreneur's Source

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Callico, Inc. dba The Entrepreneur's Source - Career Transition Coach - 1/2019 - Present  
Goodwill Industries International - Director of Information Systems - 5/2014 - 3/2018  
PhrogueNet Technology Consulting - Website Architect and Designer - June 2004 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jon Geoffrey Calvert

**B. Business address and telephone number:**

13513 Pointview Ct. Louisville, KY 40299  
502-963-2528

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

TEK Systems, Contract Consultant, September 2019-July 2021  
Self employed, consultant, October 2017-September 2019  
S&S Firestone, Director of Operations, November 2014-October 2017  
2017  
Franchise Business Owner July 2021 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. **Names of the parties:**
  
2. **The forum:**
  
3. **Case or proceeding identification number:**

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

**If you answered "yes", please provide:**

1. **Name of the person:**
  
2. **Public agency or court:**
  
3. **Case or proceeding identification number:**

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Sean Calvert

**B. Business address and telephone number:**

1319 Monroe St.  
Walla Walla, WA 99362  
541-215-9142

**C. Present employer:**

Your Next Step Consulting Inc (dba The Entrepreneur's Source)

**D. Present title:**

President

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Mechanical Engineer, Key Technology Inc., January 2019 - Present  
Franchise Owner & Operator, The Entrepreneur's Source - December 2023 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Javier Carrera
- B. Business address and telephone number:**  
3016 Creek Haven Dr., Highland Village, TX 75077  
818-438-1929
- C. Present employer:**  
Self Employed - Career Reboot Inc. (dba The Entrepreneur's Source)
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Reboot Inc - dba The Entrepreneur's Source - Career Ownership Coach - 4/2018-Present  
TRS - Rentelco - Apps Engineer - 4/2013-4/2018

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Michelle C. Charles

**B. Business address and telephone number:**  
1467 76th Street, Brooklyn, NY 11228  
347-371-1480

**C. Present employer:**  
Self Employed - Franchise Owner

**D. Present title:**  
The Entrepreneur's Source Franchisee

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee/Career Ownership Coach - Aug 2019 - Present  
US Army - Supervisory Staff Administrator - Sept 2007 - July 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Andre Chatelain

**B. Business address and telephone number:**

913 N 370 E, American Fork UT 84003  
385-219-5071

**C. Present employer:**

Self-Employed, Executive Career Coaching

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Jun 2023 - Present  
VP of Custom Solutions, ELB Learning - April 2017 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. **Names of the parties:**

2. **Forum, nature and current status of the pending action:**

3. **Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Kim R Choate Jr.

**B. Business address and telephone number:**  
10889 Carter Rd, Yazoo City, MS 39194  
413-358-3368

**C. Present employer:**  
Self Employed - Kilauea Star Consulting Co

**D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

April 2020 - Present: Kilauea Star Consulting Co - Owner/Franchisee The Entrepreneur's Source

Jan 2017 - April 2020: Self Employed

June 2007 - Dec 2016: Sabic Innovative Plastics

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Jan Eric Claesson
- B. Business address and telephone number:**  
305 Snakelum Point Road, Coupeville, WA 98239  
425-246-8817
- C. Present employer:**  
JEC Business Advisory LLC - Self Employed
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
June 2016 - Present: Franchisee/Coach for The Entrepreneur's Source  
Jan 2015 - June 2017: Next Level, Partner

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Stephanie Lessick (Stephanie Cordes)

**B. Business address and telephone number:**  
9500 Tanager Dr. Chardon, OH 44024

**C. Present employer:**  
Curious Time, Inc.

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - April 2023 - Present  
Anthem, Inc. Director October 2014 to March 2023

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. **Names of the parties:**

2. **Forum, nature and current status of the pending action:**

3. **Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** (Philip) Kyle Cornelison
- B. Business address and telephone number:**  
3700 Denmark Rd, Mobile, AL 30018  
205-242-8841
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Career Ownership Coach
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
2018 - Present: Career Ownership Coach for The Entrepreneur's Source  
2014 - 2018: Southeastern Autosurance, President

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Jeffrey Council
- B. Business address and telephone number:**  
320 S. Mills Ave., Lodi, CA 95242  
209-329-6966
- C. Present employer:**  
Council Consulting, LLC - Self Employed
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Council Consulting, LLC - Franchisee of The Entrepreneur's Source; 2018 - Present  
Combe Incorporated, Division Sales Manager; 1992 - 2018

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Rachel Cox

**B. Business address and telephone number:**  
4417 Riverport Rd., Raleigh, NC 27616  
919-521-8480

**C. Present employer:**  
Self Employed

**D. Present title:**  
Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
July 2013 - Present: The Entrepreneur's Source - Career Ownership Coach/Associate

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Jeff Crane
- B. Business address and telephone number:**  
3124 N. Delaware St., Indianapolis, IN 46205  
317-654-1476
- C. Present employer:**  
Self-Employed: Cranium LLC, Owner
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
August 2015 - Present: Owner of Cranium LLC - dba The Entrepreneur's Source - Franchisee

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Wendy Dalpez
- B. Business address and telephone number:**  
530 N. Lyle Avenue, East Wenatchee, WA 98802  
509-888-0863
- C. Present employer:**  
Self Employed - Dalpez Enterprises, LLC dba The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Dalpez Enterprises, LLC dba The Entrepreneur's Source; Franchisee - Oct 2015 to Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Mark Danhausen

**B. Business address and telephone number:**  
12519 Torrey Road Fenton, MI 48430 (810) 588-3973

**C. Present employer:**  
Self-Employed , MHD Consulting LLC

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - March 2023 - Present  
President Paragon Concrete Company -March 2012-June 2021

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jack Dawkins

**B. Business address and telephone number:**  
139 Read Street, Cobourg Ontario, Canada K9A 5Y4  
905-391-8377

**C. Present employer:**  
Self Employed - Franchise Owner

**D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

May 2004 - Present: Franchisee - The Entrepreneur's Source, Career Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** James Derman

**B. Business address and telephone number:**  
4452 Sentinel Rock, Larkspur, CO 80118  
720-420-9321

**C. Present employer:**  
Self-Employed - Zeteo, Inc. dba The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Zeteo, Inc., President - Franchisee of The Entrepreneur's Source; April 2014 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** James E. Doliber
- B. Business address and telephone number:**  
22 Westbourne Ct., Danville, CA. 94506  
925-998-8585
- C. Present employer:**  
Self-Employed - Evolution3 Consulting, LLC dba -The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Evolution3 Consulting, LLC - President 1/19 - Present;  
The Entrepreneur's Source Franchisee - October 2019 - Present  
TBC Corporation - Regional Manager - 3/1994 - 12/2018

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Anthony (Tony) H. Doster

**B. Business address and telephone number:**  
9104 Cherry Grove Ct., Camby, IN 46113  
317-628-8173

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

March 2018 - Present: Career Ownership Coach at The Entrepreneur's Source  
March 2019 - Present: Adjunct Instructor at Oakland City University  
Dec 2017 - Mar 2018: Training at Diverse Staffing  
Jan 2017 - Dec 2017: Self Employed - Business Consultant  
2003 - 2016: Owner at Grand Family Enterprises

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Karen Douglass

**B. Business address and telephone number:**  
6 Palmer Dr., Moorestown, NJ 08057  
856-454-3380

**C. Present employer:**  
Self-Employed: Owner - Karen L. Douglass dba The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner - The Entrepreneur's Source

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

August 2018 - Present: Karen L. Douglass dba The Entrepreneur's Source - Owner/Franchisee  
Aug 2015 - Sept 2018: National Kitchen & Bath Assoc. - Manager Leadership Communications  
Mar 2015 - Jul 2015: Noviello Financial Group - Operations Specialist

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Dwayne DuBose

**B. Business address and telephone number:**  
10322 Salmon Ct., Baytown, TX 77523  
832-514-9451

**C. Present employer:**  
Self-Employed: Banded Oak Solutions LLC dba The Entrepreneur's Source

**D. Present title:**  
Franchisee Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Banded Oak Solutions LLC - Owner/Franchisee of The Entrepreneur's Source, 4/2019 - Present  
Powell Industries - Director of Operations, 12/2011 - 4/2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Sandra Dupleich

**B. Business address and telephone number:**

5676 194th Ln SE  
Issaquah, WA 98027

**C. Present employer:**

SPD Business Consulting, Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Jan 2024 - Present  
Senior Business Operations Manager, Microsoft - Jun 2021 - Sep 2023  
Executive Vice President, Dynamic Language Center, Ltd., Jan 2000-Jun 2021

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Steve Ebben
- B. Business address and telephone number:**  
1721 Wood Trail, Oxford, MI 48371  
248-928-4859
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
The Entrepreneur's Source - Franchisee/Career Ownership Coach: Jan 2021 - Present  
Legacy Medical Group - President: June 2017 - Jan 2021  
ComForCare Health Care Holdings, LLC - CEO: Mar 2016 - June 2017

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Edward Echt
- B. Business address and telephone number:**  
19108 Los Alimos, Porter Ranch, CA 91326  
818-832-7737
- C. Present employer:**  
Self-Employed - Coaching Echtcellence
- D. Present title:**  
Career Ownership Coach
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
  
The Entrepreneur's Source:  
2002 - 2019: Franchisee/Career Ownership Coach  
2019 - Present: Associate/Career Ownership Coach

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Cindy R. Ecleberry

**B. Business address and telephone number:**

114 Regatta Drive, Anderson, South Carolina 29625  
843-906-1516

**C. Present employer:**

Self-Employed

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - April 2021 - Present  
Executive Assistant, Reliable Automatic Sprinkler Co - 2017 - 2020  
Executive Administrator, Caldwell Commercial Real Estate - 2010 - 2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:

2. Forum, nature and current status of the pending action:

3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Gary Eisler
- B. Business address and telephone number:**  
46 Arrowsmith Ave., Toronto, ON, Canada M6M2W7  
416-245-4636
- C. Present employer:**  
Self-employed
- D. Present title:**  
Career Ownership Coach
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Sept 2020 - Present = Contractor/Career Ownership Coach for The Entrepreneur's Source  
1995 - Present: Self-employed

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Kenneth Ernewein

**B. Business address and telephone number:**  
2535 Mason Oaks Dr. Valrico FL 33596  
813-410-4002

**C. Present employer:**  
Self-employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Oct 2022 - Present  
Director of Growth, Technical Systems Integration - Jul 2021 - Aug 2022  
Director of Business Development, Crown Point Systems - Jan 2021 - Jun 2021  
Senior Business Development Principal, Jacobs Technology - Jul 2018 - Dec 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**  
N/A

**2. Forum, nature and current status of the pending action:**  
N/A

**3. Case or proceeding identification number:**  
N/A

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. **Names of the parties:**

N/A

2. **The forum:**

N/A

3. **Case or proceeding identification number:**

N/A

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. **Name of the person:**

N/A

2. **Public agency or court:**

N/A

3. **Case or proceeding identification number:**

N/A



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Carol Essig

**B. Business address and telephone number:**

2685 Red Gate Drive  
Doylestown, PA 18902

**C. Present employer:**

Self employed- Dynamic Change Coaching, Inc  
Self employed- Healthy You HR, LTD

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Business Owner - Dynamic Change Coaching, Inc/dba The Entrepreneur's Source  
11/2023 - Present  
Self employed- HR Consulting  
2016-present  
Beacon Health Options  
HR Business Partner  
6/2018-3/2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Shawn Eudy

**B. Business address and telephone number:**

17311 Holsberry Court  
Tomball, TX 77377  
832-866-9072

**C. Present employer:**

Self-Employed

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - April 2023 - Present  
Regional Business Director - Western US, Apellis - January 2021-April 2022  
Customer Experience Manager - SW US, Intarcia Therapeutics - Jan 2019 - Sept 2020  
Commercial Business Director - TX/OK, Boehringer-Ingelheim - January 2016 - September 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Dave Fanara

**B. Business address and telephone number:**

91 High St. Pembroke, MA 02359  
781-249-9071

**C. Present employer:**

Self-Employed - Excelsior Coaching Incorporated

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - April 2021 - Present  
Activate Care, Chief Revenue Officer - May 2009 - April 2021  
DMI Marketing, Chief Marketing Office - Oct 2015 - April 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Kraig Feathers

**B. Business address and telephone number:**

1123 Josie Ct. Murfreesboro, TN 37130  
615-306-7229

**C. Present employer:**

Self-Employed - Keeping True Focus

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - June 2023 - Present  
Facilities Engineer, Healthcare Realty - Oct 2022 - June 2023  
Project Manager/Lead Electrician, Feathers Touch Electric - Apr 2019 - Oct 2022  
Facilities Operations Engineer, Taymax Fitness - June 2018 - Apr 2019  
Assistant Director of Operations, Rutherford County Government - June 2013 - May 2018

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
2. The forum:
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
2. Public agency or court:
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Forbidussi LLC-Joe Forbidussi Owner
- B. Business address and telephone number:**  
10433 Royal Winchester Dr. Charlotte, NC 28277  
704-999-3494
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, Filta Environmental Kitchen Solutions - Oct 2017 - Dec 2021.  
Franchise Owner & Operator, The Entrepreneur's Source - April 2022 - Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Michelle R. Foster

**B. Business address and telephone number:**

5013 Marathon Lane, Raleigh, NC 27616  
910-382-3030

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Business Owner - The Entrepreneur's Source - 6/2021 - Present  
Department of Public Safety (Army National Guard) Raleigh, NC  
Retirement Benefits Manager 4/2019 to 6/2021  
Kleber Kaiserslautern, GE - Transition Assistant Program Manager 11/2017 to 4/2018  
Leon High School Tallahassee, FL - Senior Marine Instructor/Commander 6/2013 to 7/2016

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Sean Garguilo

**B. Business address and telephone number:**

1325 Woodland Lake Drive Snellville GA 30078, 770-401-3356

**C. Present employer:**

Self Employed

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Business Owner/Operator of The Entrepreneur's Source

June 2023 - Present

Resolute Software - CRO

October 2018-April 2023

School of Rock- Snellville GA

Owner/Operator

December 2017 - April 2022

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES

NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:
  
  
- 2. The forum:
  
  
- 3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

- 1. Name of the person:
  
  
- 2. Public agency or court:
  
  
- 3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Stacey H Gibson

**B. Business address and telephone number:**  
136 Highland Ridge Rd, Blowing Rock, NC 28605  
828-406-9825

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

2014 - Present: The Entrepreneur's Source Franchisee & Owner/Operator, Career Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jason Gilbert, J & G NB Corporation

**B. Business address and telephone number:**  
421 W Church Street

**C. Present employer:**  
Self Employed, J & G NB Corporation

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Oct 2022 - Present

Marketing Manager, Company XYZ - Sept 2009 - Dec 2020

Shift Supervisor, Anchor Glass - June 2021 - November 2022

Production Manager, King & Prince Seafood - December 2014 – August 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

**If you answered "yes", please provide:**

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Kimberly Gillette

**B. Business address and telephone number:**

505 34th Ave S  
Moorhead, MN 56560  
218-329-9698

**C. Present employer:**

Self-employed-Perwinkle Management, Inc dba The Entrepreneur's Source

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Feb 2022 - Present  
Director, Center for Global Engagement, Minnesota State University Moorhead - September 2019-  
February 2022  
Director, International Programs, University of Minnesota Crookston, July 2007 - September  
2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Chelsie Gonzalez

**B. Business address and telephone number:**

4581 S. Gibraltar St., Centennial, CO 80015  
303.981.5305

**C. Present employer:**

Entrepreneur Alliance Company d/b/a The Entrepreneur's Source

**D. Present title:**

President / Franchise Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Legal Assistant - Seter & Vander Wall, P.C. - April 2016-January 2022

Franchise Owner & Operator, The Entrepreneur's Source - March 2022 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Thomas Goodyke

**B. Business address and telephone number:**  
1945 Forest Shores Dr SE, Grand Rapids, MI 49546  
616-328-6641

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
2019 - Present: The Entrepreneur's Source - Owner/Operator/Career Ownership Coach  
2009 - Present: College Marketing Specialist/Manufacturing Representative

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_  \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_  \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Edwin Gow

**B. Business address and telephone number:**  
25 Falkner Dr., Ladera Ranch, CA 92694  
949-933-0964

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee/Operator: July 2020 - Present  
Gow Fitness dba The Excercise Coach - President: June 2020 - Present  
Tickets.com - VP of Client Engagement: 2010 - Dec 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Vincent G. Guess

**B. Business address and telephone number:**  
64 Tunxis Ave, Bloomfield, CT 06002  
860-214-0663

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee/Operator/Career Owner Coach: 2017 - Present  
UnitedHealthCare - Associate Director: 1981 - 2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Richard Guidi

**B. Business address and telephone number:**  
230 Acapesket Road, East Falmouth, MA 02536  
508-444-2566

**C. Present employer:**  
Self Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
IBM: 4/2018 - 2/2023 - Lead Client Partner  
Trusted Career Coaching, Inc. 9/2023 - Present - President

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. **Names of the parties:**

2. **Forum, nature and current status of the pending action:**

3. **Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
2. The forum:
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
2. Public agency or court:
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Elizabeth (Beth) Gunier

**B. Business address and telephone number:**  
9815 Vista Meadows Ave., Las Vegas, NV 89148  
702-218-3815

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee, Career Ownership Coach: 7/2019 - Present  
Rossi & Taylor - Realtor Broker: 4/18 - 12/18  
Costco Wholesale - Various Positions, Las Vegas, NV: 7/2004 - 7/2018

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Lisa K. Gustafson

**B. Business address and telephone number:**  
3319 Petalina Ct., Pueblo, CO 81005  
719-582-1919

**C. Present employer:**  
Self-Employed - Gustafson Enterprises, LLC dba The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee/Operator, Career Ownership Coach: 2017 - Present  
Kroger/Loaf 'N Jug - Various Roles: 2005 - 2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Liam Hanley

**B. Business address and telephone number:**  
22 Armour St., Long Beach, NY 11561  
703-966-7818

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee/Owner & Operator: August 2020 - Present  
Bonobos/Walmart - VP of Merchandise Planning: 2016 - Aug 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Michael Harrington
- B. Business address and telephone number:**  
100 Cummings Center, Suite 333H, Beverly, MA 01915  
(978) 232-0003
- C. Present employer:**  
Self Employed - MJH Enterprises, LLC
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
MJH Enterprises, LLC -  
- Franchise Owner - The Entrepreneur's Source - March 2019 - Present  
- Regional Developer - The Entrepreneur's Source - January 2007 - March 2019

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ X

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jason Harris

**B. Business address and telephone number:**

554 West Hunting Ridge Drive, Thomasville, NC 27360  
928-848-1084

**C. Present employer:**

Self-Employed - JTH Business Solutions, Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - May 2021 - Present  
Ruby Tuesday - Director of Operations: Sept 2013 to June 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Sheila E. Harrison

**B. Business address and telephone number:**  
925 17th St, Hermosa Beach, CA 90254  
310-376-7500

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source:  
2011-Present: Associate: Career Ownership Coach  
2001-2011: Franchisee/Owner & Operator: Career Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Stephen S. Healey

**B. Business address and telephone number:**  
1480 Harmony Drive, Bartlett, IL 60103  
630-468-0878

**C. Present employer:**  
Self-Employed:  
Ocean Green International, Inc. dba The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Ocean Green International, Inc. dba The Entrepreneur's Source - Franchise Owner/Operator:  
2017- Present  
The Packaging Wholesalers, Manager of E-Commerce Division: 10/2014 - 9/2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Stacy Heisey-Terrell

**B. Business address and telephone number:**  
373 Saybrook Lane, Wallingford, PA 19086  
610-416-3556

**C. Present employer:**  
Self-Employed, HT ECHO, INC.

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, HT ECHO, INC/The Entrepreneur's Source - Mar. 2023 - Present  
Human Resources Consultant, Johnson Services Group - Dec. 2021 - Apr. 2023  
Human Resources Assistant Director, County of Delaware - Aug. 2020 - Dec. 2021  
Human Resources Consultant, HT Consulting - Jan. 2020 - Aug. 2020  
Human Resources Director, knoll USA, LLC - Dec. 2016 - Oct. 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. **Names of the parties:**

2. **Forum, nature and current status of the pending action:**

3. **Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
2. The forum:
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
2. Public agency or court:
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** John Henson

**B. Business address and telephone number:**  
408 Long Creek Drive, Christiana, TN 37037

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee/Owner & Operator: June 2017 - Present  
Self-Employed: 2011 - 2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Whit Hickman

**B. Business address and telephone number:**

2929 Arizona Ave.  
Yuma AZ  
85364

**C. Present employer:**

Self Employed, Telluride Ventures

**D. Present title:**

CEO

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Owner/Career Ownership Coach - Jan 2023 - Present  
Lightbox, Strategic Sales Director June 2008 - Sept 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. **Names of the parties:**
  
2. **The forum:**
  
3. **Case or proceeding identification number:**

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

**If you answered "yes", please provide:**

1. **Name of the person:**
  
2. **Public agency or court:**
  
3. **Case or proceeding identification number:**

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Tom Holloran
- B. Business address and telephone number:**  
520 Silverleaf Lane, Show Low, AZ 85901  
928-251-1078
- C. Present employer:**  
Self-Employed: TWH Enterprises, Inc.
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
The Entrepreneur's Source:  
Franchisee/Career Ownership Coach: 2019 - Present  
Franchisee/Regional Developer: 2007 - 2019

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Stephen Horne
- B. Business address and telephone number:**  
236 Crossgate Dr., Russellville, AR 72802  
479-747-3837
- C. Present employer:**  
Self-Employed, STEPHEN HORNE TES LLC.
- D. Present title:**  
Franchise Business Owner, Career Ownership Coach
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Business Owner, STEPHEN HORNE TES LLC. DBA The Entrepreneurs Source - Jan 2024 to Present  
  
Business Development Director, Sonova/OneSource Hearing/Alpaca Audiology, 2022 to 2023  
  
Vice President of Operations / Partner, Alpaca Audiology, 2015 to 2022

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

## Form D (cont'd) - Franchise Seller Disclosure Form

- B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
  
3. Case or proceeding identification number:

- C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Gary Huppert

**B. Business address and telephone number:**  
270 Congress Parkway, Lawrenceville, GA 30044  
708-359-1495

**C. Present employer:**  
Delta H Coaching Inc.

**D. Present title:**  
Chairman/CEO  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Delta H Coaching Inc. DBA The Entrepreneur's Source, Franchisee, June 2023-Present  
Sargent & Greenleaf/Delaney Hardware, New Product Development Manager, Jun2022-Aug 2022  
Sigura Water (Innovative Water Care), Product Manager, May 2021 - November 2021  
DiversiTech Corporation, Independent Marketing Consultant, August 2020 - March 2021  
Heatcraft Worldwide Refrigeration, Product Manager, Product Manager, July 2018 - April 2020  
Federal Signal Corp, Product Manager, October 2015 to January 2018

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Alan R Hustad
- B. Business address and telephone number:**  
1092 Slow Roll Way NE  
Townsend, GA 31331
- C. Present employer:**  
Self Employed, Norsk Ventures
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - NOV 2023 to Present  
Retired, US Army - JUL 2019 to NOV 2023

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Alexander (Alex) E. Inman
- B. Business address and telephone number:**  
1445 West Pines Drive, Charlottesville, VA 22901  
434-202-2094
- C. Present employer:**  
Self-Employed: Inman Virginia Company, LLC
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
The Entrepreneur's Source - Franchisee/Owner& Operator: June 2013 - Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** August (Gus) Iurillo

**B. Business address and telephone number:**  
7207 Shenfield Ave., Glen Allen, VA 23059  
804-909-1283

**C. Present employer:**  
Self-Employed: KGOC Enterprises LLC dba The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

KGOC Enterprises LLC dba The Entrepreneur's Source - Franchisee/Operator: May 2002 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jennifer Jaciw

**B. Business address and telephone number:**  
3054 Ashkirk Loop SE, Rio Rancho NM 87124  
408.550.5892

**C. Present employer:**  
Self Employed, Jaciw Consulting LLC DBA The Entrepreneur's Source LLC

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Jan 2022 - Present  
Sales Manager, Workspace Dynamics - Mar 2020 - Jan 2022  
Executive Marketing Director, Collection Resources Inc - Mar 2019 - Feb 2020  
Business Manager, Mednet Medical Billing - Mar 2017 - Feb 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:

2. Forum, nature and current status of the pending action:

3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Ann Johnson
- B. Business address and telephone number:**  
4889 Winchester Pike, Columbus, OH 43232  
614-333-1314
- C. Present employer:**  
Self Employed - Dreams In Flight Inc. dba The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Dreams In Flight Inc. dba The Entrepreneur's Source - Franchisee: 3/2020 - Present  
JP Morgan Chase - Business Analysis Manager: 10/1993 - 2/2020

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Gregory Johnson

**B. Business address and telephone number:**  
608 W. Elm, Republic, Missouri 65738  
417.239.9799

**C. Present employer:**  
Self Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee/Career Ownership Coach - 2018 to Present  
IBM - Project Manager (10/2017 - 03/2018)  
Walgreen Co. - I.T. Area Manager (12/1987 - 10/2017)

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Vickie Johnson

**B. Business address and telephone number:**

2257 Shadow Canyon Drive, Bullhead City, AZ 86442  
(928) 715-2440

**C. Present employer:**

Self-Employed, Dream Champions, Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - May 2021 - Present  
People Operations Director/Training, The Results Company - 2019 - 2020  
Global Head of Client Specific Training, Sutherland Global Services - 2014-2018

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Douglas H. Jones

**B. Business address and telephone number:**  
1190 Kingston Dr., Atlanta, GA 30342  
678-399-3734

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

May 2013 - Present: The Entrepreneur's Source Franchisee, Owner/Operator

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Sachin G Karnik

**B. Business address and telephone number:**

1810 208th PL SE, Sammamish, WA 98075  
(425) 500 9515

**C. Present employer:**

Self-Employed

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

SttretchLab Redmond- Franchise Owner & Operator - Jan 2019 ~ present  
The Entrepreneur's Source - Franchise Owner & Operator Sept -2021 - Present  
TekSystems - Prin PM - Feb 2021 - May 2021  
TekSystems - Senior PM - July 2020 - DEc 2020  
Aim Consulting - Senior PM - Feb 2019 - Dec 2019  
Loft9 consulting Senior PM - April 2017 - August 2018

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Effie Katris
- B. Business address and telephone number:**  
605 Steven St, Indianapolis, IN 46203  
812-447-8359
- C. Present employer:**  
Self-Employed: Motivated LLC
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
March 2015 - Present:  
The Entrepreneur's Source - Franchisee/Career Ownership Coach

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x

If you answered "yes", please provide:

- 1. Names of the parties:
- 2. Forum, nature and current status of the pending action:
- 3. Case or proceeding identification number:

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Cheryl Kelley
- B. Business address and telephone number:**  
406 Lakeside Blvd; Port Wentworth, GA 31407  
803.640.1854
- C. Present employer:**  
LJCC Kelley Enterprises, Inc.
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - April 2022 - Present  
Church Administrator, Hilton Head Presbyterian Church - Nov 2020 - Nov 2021  
Director of Operations, First Presbyterain Church - July 2002 - Nov 2020

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Scott Keyser

**B. Business address and telephone number:**

703 LInwood Ave  
Stevens Point Wisconsin 54481  
715-218-1978

**C. Present employer:**

Keyser Consulting Inc

**D. Present title:**

Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Performance Food Group. Account Manager. Oct  
2017-2020

Franchise Owner & Operator, The Entrepreneur's Source - October 2022 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. **Names of the parties:**

2. **Forum, nature and current status of the pending action:**

3. **Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
2. The forum:
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
2. Public agency or court:
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Robert Kloppenburg
- B. Business address and telephone number:**  
6328 Briarcliff Lane, Middleton, WI 53562  
608-575-8539
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Career Ownership Coach
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
The Entrepreneur's Source:  
Franchisee/Owner & Operator/Coach - 2004-2014  
Associate/Coach - 2014 to Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ X \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Kelly Kronbauer

**B. Business address and telephone number:**  
8056 Kilwinning, Jacksonville, FL 32244  
509-679-8081

**C. Present employer:**  
Self-Employed - Kronbauer Business Ventures

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Sept. 2023 - Present  
Executive Director of Student Services, Ellensburg, WA 98926 6/2019 to 8/2023

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Anne LaFriniere

**B. Business address and telephone number:**  
4305 Bonnell Vista Cove #6, Austin, TX 78731  
704-771-2723

**C. Present employer:**  
Self-Employed, LaFriniere Holdings LLC

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - Dec 2021 - Present  
Senior Program Manager, Austin Pets Alive - 2017 - 2021  
President, Playhouse Inn LLC - 2013 - 2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:

2. Forum, nature and current status of the pending action:

3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** DOREEN LANDE

**B. Business address and telephone number:**

159 HARRISON AVENUE, COLONIA, NJ 07067 917/494-2599

**C. Present employer:**

DLL CAREER COACH PLUS CORP.

**D. Present title:**

DOREEN LANDE, PRESIDENT

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - June 2022 - Present  
FOOT LOCKER, INC, March 1997 - July 2022

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Mark Larsen
- B. Business address and telephone number:**  
1911 Westbridge Dr. #255, Annapolis, MD 21401  
443-754-0206
- C. Present employer:**  
Self Employed - Drum Point Ventures LLC
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Jan 2012 - Present:  
Drum Point Ventures LLC dba The Entrepreneur's Source - Franchisee, Owner/Operator

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Darren N. Leavitt

**B. Business address and telephone number:**  
7212 Chianti Cir, Mattawan, MI 49071  
815-954-3951

**C. Present employer:**  
Self Employed - Leadership Life Transitions L.L.C. dba The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Sept 2019 - Present: Leadership Life Transitions L.L.C. dba The Entrepreneur's Source  
Franchisee - Owner/Operator, Career Ownership Coach

October 2011 - September 2019  
Capital Senior Living Regional Director of Sales, Senior Director of Sales, VP of Sale

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Angel Lent
- B. Business address and telephone number:**  
6324 St. Rt 8, Brant Lake, NY 12815  
518-859-0926
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Jan 2021 - Present:  
The Entrepreneur's Source - Franchisee/Career Ownership Coach  
  
2014-2020:  
Epsilon - Client Account Director

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Jeffry A Levy
- B. Business address and telephone number:**  
819 Virginia St. #2304, Seattle WA 98101  
206-914-1107
- C. Present employer:**  
Self-Employed:  
JL Consulting Services, Inc. dba The Entrepreneurs Source
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
  
December 2002 - Present:  
The Entrepreneur's Source - Franchisee/Career Ownership Coach

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Gerald Mark Lively

**B. Business address and telephone number:**

5007 Spicewood Pine Lane, Fulshear TX 77441 630-746-1574

**C. Present employer:**

A Lively Connection, Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator - The Entrepreneur's Source - 2023-Present  
Advertising Sales Exec, Viamedia, 2019-2022

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Adrian M Lopez

**B. Business address and telephone number:**

2600 E Southlake Blvd, Suite 120-265, Southlake, TX, 76092  
817-458-3388

**C. Present employer:**

Thunderhead Enterprises LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Feb 2024 - Present  
CEO, Thunderhead Enterprises - Jan 2021 - Present  
Lead Director Live Production, Gateway Church - Nov 2017 - Dec 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** James Lowe
- B. Business address and telephone number:**  
4301-1 Yorkville Avenue, Toronto ON M4W 0B1, Canada
- C. Present employer:**  
James Lowe Consulting Ltd.
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - Feb 2024 - Present  
Director - Optimus SBR - July 2017 - Dec 2022

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Deborah Lutner

**B. Business address and telephone number:**

8 Wendslow Rd. Lutherville, MD 21093  
773-330-1497

**C. Present employer:**

Self-Employed, Pepperoncini Ventures, Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Dec 2021 - Present  
Executive VP, Amatus Health - 2021 - 2022  
Regional Director, Proud Moments ABA - 2020 - 2021  
Director of Operations, Envision Physician Services - 2015 - 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** JoAnne D. Maamry

**B. Business address and telephone number:**

15110 Abington Ridge Place, Louisville, KY 40245  
502-722-0083

**C. Present employer:**

Self-Employed:  
JD Maamry Enterprises, Inc. dba The Entrepreneur's Source

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

July 2010 - Present:  
JD Maamry Enterprises, Inc. (President) dba The Entrepreneur's Source - Franchisee, Owner/Operator,  
Career Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Phillip Macko
- B. Business address and telephone number:**  
16412 Wikiup Road, Ramona, CA 92065  
760-230-3146
- C. Present employer:**  
Self Employed - Second Starters, Inc.
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Oct 2017 - Present:  
Second Starters, Inc. (President) - Franchisee of The Entrepreneur's Source, Career Ownership Coach  
  
June 2006 - Sept 2017:  
Megatrax Production Music - SVP of Sales

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Jason Madden
- B. Business address and telephone number:**  
7908 Lockwood CT NW, Albuquerque, NM 01824  
719-453-4303
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
  
The Entrepreneur's Source - Franchisee/Career Ownership Coach - 2018-2020  
  
Department of Defense (USMC/US Army) 2001-2018

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jonathan S Malamud

**B. Business address and telephone number:**  
2419 Dakota Lakes Dr, Hernosn, VA 20171 (703) 853-1650

**C. Present employer:**  
JTR Consultants, Inc.

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Prudential Holdings of Japan, 1-3-10 Nagatacho, Tokyo Japan. Start date, April 1, 2002 - March 30, 2022. Chief Legal Officer

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:

2. Forum, nature and current status of the pending action:

3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Wayne Mann
- B. Business address and telephone number:**  
346 Connington St. , London Ontario Canada  
519.488.1418
- C. Present employer:**  
Self-Employed - Consultant
- D. Present title:**  
Consultant - Career Ownership Coach
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
The Entrepreneur's Source - Associate/Career Ownership Coach - 2008 - Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jeffrey Mannion

**B. Business address and telephone number:**  
980 Newton Circle, Rockledge, FL 32955  
321.427.2649

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Dec 2020 - Present:

- The Entrepreneur's Source - Franchisee, Owner/Operator, Career Ownership Coach

Jan 2019 - Oct 2020:

- Capstone Restaurant Group - Dir. of Operations

Dec 2017 - July 2018:

- Resource Point of Sale: Consultant

Jan 2013 - August 2017:

- Pollo Tropical - Dir. of Operations

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Shawn Marcotte

**B. Business address and telephone number:**

9055 SW 73 COURT APT 2503  
Miami Fl 33156  
786 239 7261

**C. Present employer:**  
Newlifepart2 Corp.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Marcotte Enterprise LLC, Miami Fl, Business Owner  
2015-2023

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

## Form D (cont'd) - Franchise Seller Disclosure Form

- B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

- C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Victor Markell

**B. Business address and telephone number:**  
3312 Grandview South St, Trenton, MO 64683  
660-214-3005

**C. Present employer:**  
Self-Employed: Marksman Consulting, Inc.

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Jan 2021 - Present:  
Marksman Consulting, Inc. - Franchisee of The Entrepreneur's Source, Owner/Career Ownership Coach

June 2018 - Oct 2020:  
Nestle - Factory Engineering Manager

Oct 2014 - May 2018:  
ConAgra - Operations and Maintenance Manager

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** William McGill, Jr.
- B. Business address and telephone number:**  
7540 Geiselman Road, Minerva, OH 44657  
330-309-7898
- C. Present employer:**  
Self-Employed, Race Rock Enterprises, Inc.
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - Nov 2021 - Present  
Director of Commercialization, Shearer's Foods - July 2010 - June 2021  
Commander, U.S. Navy - May 1993 - June 2021

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Patricia McGraw

**B. Business address and telephone number:**  
2538 Trinidad St, Sarasota, FL 34231

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Sept 2020 - Present: The Entrepreneur's Source - Franchisee, Owner/Operator  
Oct 2019 - Sept 2020: Validus Senior Living - Regional Director of Sales & Marketing  
2015 - 2019: Brookdale Senior Living - Director of Sales & Marketing

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Brian McNamara

**B. Business address and telephone number:**

3960 Briar Tree Lane, Frisco, TX 75034  
214-773-7947

**C. Present employer:**

Self-Employed

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - March 2021 - Present  
Self Employed Real Estate & Retail Consultant - Jan 2018 - Present  
VF Corp. Williamson Dickie: General Manager, Dickie's Men's - Mar 2017 - Nov 2017  
Hybrid Apparel: General Manager - Jan 2015 - Aug 2016

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Christine A. Melekian

**B. Business address and telephone number:**

1335B Constitution Avenue NE  
Washington, DC 20002

**C. Present employer:**

Capitol Consulting LLC

**D. Present title:**

Owner and Manager

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Father McKenna Center, Inc.  
Director of Operations  
August 2014 - March 2022

The Entrepreneur's Source  
Franchise Owner & Operator  
April 2022 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

**If you answered "yes", please provide:**

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Susan Mell

**B. Business address and telephone number:**

2611 Regal Oaks Lane, Lutz, FL 33559  
813-862-0218

**C. Present employer:**

Self Employed - SAM Consulting Group, Inc. dba The Entrepreneur's Source

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Dec 2001 - Present:

SAM Consulting Group, Inc. dba The Entrepreneur's Source - Franchisee, Owner/Operator, Career  
Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Richard (Rick) Merritt

**B. Business address and telephone number:**  
10950 N. La Canada Dr. Apt 18206, Oro Valley, AZ 85737  
(310) 940-6360

**C. Present employer:**  
Self-Employed: REM & Associates, LLC

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Nov 2020 - Present:  
The Entrepreneur's Source - Franchisee, Owner/Operator, Career Ownership Coach

Aug 2018 - March 2020:  
Genesis Capital - Chief Human Resource Officer

Oct 2013 - Aug 2018:  
OSI Systems Inc. - Chief Human Resource Officer

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Randall Messick

**B. Business address and telephone number:**

4291 Lori Lynn LN  
Whitmore Lake, MI, 48189  
734-693-4054

**C. Present employer:**

Messick Enterprise Coaching, Inc.

**D. Present title:**

CEO

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, Messick Enterprise Coaching, Inc. DBA The Entrepreneur's Source -  
Nov. 2023 - Present  
CEO Messick Venture Capital - April 2019 - Present  
Account Executive - Cynergistek - March 2019 - April 2020.

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Hammond Meuer

**B. Business address and telephone number:**

11 Ashbury Lane  
Barrington Hills, IL 60010  
(224) 612-1606

**C. Present employer:**

Self-Employed HRM Holdings Corp.

**D. Present title:**

Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Lutron Electronics- Sales Director June 1997-Sept  
2023

HRM Holdings Corp. DBA The Entrepreneur's Source - Franchise Owner - Jan 2024 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Chip Meyers

**B. Business address and telephone number:**  
13 Gatebrook Ct, Matthews, NC 28105  
704-301-8210

**C. Present employer:**  
Self Employed:  
CKM Ventures Inc. dba: The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

CKM Ventures, dba The Entrepreneur's Source - Franchisee/Career Ownership Coach: April 2018 - Present  
Deutsche Beverage Technology, VP of Sales: October 2017 - February 2018  
IMEX Packaging, Sales Manager: June 2011 - October 2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Dietrich Moore
- B. Business address and telephone number:**  
1216 Frigon Avenue, Eugene, OR 97402; (541) 914-5861
- C. Present employer:**  
Moore Biz Solutions, LLC
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Director of Academic Support, University of Oregon - Services for Student-Athletes, June 2019 to January 2023;  
  
Senior Associate Director, University of Oregon - Services for Student-Athletes, January 2017 - June 2019

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Shaun Moylan

**B. Business address and telephone number:**  
1615 Brush Creek Place, Danville Ca, 94526  
641-757-1078

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Jan 2023 - Present  
Apos: Head of Sales, June 2022- Sept 2022/ Pabst Brewing: Sr Sales Director Feb 2019-Jun 2023/ Founders Brewing: Director: Aug 2015-Feb 2019.

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Gabriel Naranjo

**B. Business address and telephone number:**

1530 Hidden Valley Dr, Milford, MI 48380  
248-891-8713

**C. Present employer:**

Self Employed - Naranjo Services

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - March 2021 - Present  
Farmers Insurance - May 2013 - April 2021 ; Agent/Owner

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** KenNash
- B. Business address and telephone number:**  
1212Chestnut Street. Western Springs, IL 60558
- C. Present employer:**  
Nashway Consulting
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - May 2023 - Present  
Independent Marketing Consultant September 2017 - April 2023

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Larry Nieman

**B. Business address and telephone number:**

2413 Stilling Lane, McHenry, IL 60050  
312.823.9210

**C. Present employer:**

Self Employed - Franchise Owner

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner - The Entrepreneur's Source - Career Ownership Coach - June 2020 - Present

Robert Morris University - 8/1994 to 1/2019

Professor / Instructor of Accounting and Business: Aug 1994 – Mar 2020,

Vice President for Curriculum and Instruction 2016 to 2019,

Dean, School of Business Administration 2007 to 2016, Associate Dean, School of Business 2007,

Director of the Business Institute 2002 to 2007, Faculty of Business and Accounting 1994 to 2002

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Patricia A. Nilssen
- B. Business address and telephone number:**  
21317 SE 252nd Place, Maple Valley, WA 98038  
206-851-2401
- C. Present employer:**  
Self-Employed - Consultant
- D. Present title:**  
Career Ownership Coach
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
  
2016 - Present:  
The Entrepreneur's Source - Associate/Career Ownership Coach  
  
2015-2016:  
Not employed

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Ralph Nilssen

**B. Business address and telephone number:**  
21317 SE 252nd Place, Maple Valley, WA 98038  
206-850-7320

**C. Present employer:**  
Self-Employed - Consultant

**D. Present title:**  
Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

2016 - Present:  
The Entrepreneur's Source - Associate/Career Ownership Coach

2015-2016:  
Not employed

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Thomas O'Donnell
- B. Business address and telephone number:**  
782 Chase Ave, Lyndhurst, NJ 07071  
201-388-3677
- C. Present employer:**  
Self-Employed, Defining Your Future LLC
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Business Owner, The Entrepreneur's Source, November 2023 - Present  
Residential Manager - New Concepts for Living- April 2021 - December 2022  
Franchise Business Owner, The Cleaning Authority, April 2018 - July 2020  
World Tour Enterprises- VP of Operations - August 2014- August 2017

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Jodi Oren
- B. Business address and telephone number:**  
4475 88th Ave, Zeeland, MI 49464  
616-669-9099
- C. Present employer:**  
Self Employed - iOps, Inc.
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
iOps, Inc. - Owner: 2001 - Present  
The Entrepreneur's Source - Franchisee/Career Ownership Coach: Aug 2019 - Present

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Lucinda (Cindy) L. Osborn
- B. Business address and telephone number:**  
886 Mt. Pleasant Rd., Port Angeles, WA 98362  
866-321-0938
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
2004 - Present  
The Entrepreneur's Source - Franchisee, Owner/Operator, Career Ownership Coach

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Stephen Palecek

**B. Business address and telephone number:**

10 Gait Court, Tinton Falls, NJ 07753  
732-720-4045

**C. Present employer:**

Self-Employed - FNLVN Enterprises, Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - 3/2021 - Present  
Synergy (An LG&P Company) - Director of Client Services - 6/2008 to 3/2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Neil Paur

**B. Business address and telephone number:**  
2935 Kristin Court, Center Valley, PA 18034  
610.365.7942

**C. Present employer:**  
Self Employed: Tri State Connect

**D. Present title:**  
Franchise Business Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
The Entrepreneur's Source - Franchisee/Career Ownership Coach - January 2017 - Present  
Neil Paur LLC, MyMeds&Me - Independent Software Sales Executive - Dec 2015 - December 2016  
PointCross Life Sciences - VP Sales - June 2014 - Dec 2015

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Patti Peppel
- B. Business address and telephone number:**  
29750 Riverview Rd., Fergus Falls, MN 56537  
218-329-5261
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
June 2020 - Present:  
The Entrepreneur's Source - Franchisee/Career Ownership Coach  
  
May 2012 - March 2020:  
CompassionCare Services - Executive Director of Health Services

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** William (Bill) Perkins

**B. Business address and telephone number:**

2063 Honeysuckle Lane, Jefferson City, MO 65109  
573-690-4562

**C. Present employer:**

Self-Employed

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

June 2017 - Present:

Purposeful Pursuits LLC dba The Entrepreneur's Source - Franchisee/Career Ownership Coach

Aug 2014 - Oct 2016:

Revalerio Corporation - Director of Strategic Initiatives

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Robert Phillips
- B. Business address and telephone number:**  
2410 Hilltop Rd Presto PA 15142  
(412) 522-9143
- C. Present employer:**  
Self-employed - SageSense Inc. DBA The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
SageSense Inc., Franchise Owner (DBA The Entrepreneurs Source), 3/2023 - present  
VP of Sales, Expedient 2/2015 - 7/2022

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jason Aaron Popham

**B. Business address and telephone number:**

1032 W 1900 N, Mapleton, UT 84664  
801-592-3831

**C. Present employer:**

Popham Innovations, Inc doing business as The Entrepreneur's Source

**D. Present title:**

Franchise Business Owner, President, CEO

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source, Franchise Owner & Operator, Nov 2023 - Present  
Popham Innovations, Inc., President & CEO, Oct 2023 - Present  
Western Governors University, Dean & Academic VP, Sept 2019 - July 2023  
Brigham Young University, Director of Educator Preparation, Aug 2000 - Sept 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Daniel A. Prendergast

**B. Business address and telephone number:**  
4871 Homestead Drive, Mebane, NC 27302  
336-776-0232

**C. Present employer:**  
Self-Employed:  
Moving Forward Solutions, Inc. dba The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

2008 - Present:  
Moving Forward Solutions, Inc. dba The Entrepreneur's Source - Franchisee, Owner/Operator, Career  
Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Maurice (Maury) Purnell

**B. Business address and telephone number:**

PO Box 195396, Dallas, Texas 75219  
214.601.1188

**C. Present employer:**

Self Employed:  
MEP 300 Company dba The Entrepreneur's Source

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

2016 to Present:  
The Entrepreneur's Source - Franchisee, Owner/Operator, Career Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Laura Rau
- B. Business address and telephone number:**  
PO Box 1535, Rancho Santa Fe, CA 92067  
509-240-5048
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
  
2018 - Present: The Entrepreneur's Source - Franchisee/Career Ownership Coach  
2018 - Present: ACFN Coastal LLC - Business Owner  
2016-2018: Operation Samahan: CFO

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Julian Reid

**B. Business address and telephone number:**

111 Laurel St., Canton, GA 30114  
770-521-0698

**C. Present employer:**

Self-Employed

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

April 2013 - Present:  
Neo Ventures, LLC dba The Entrepreneur's Source - Franchisee/Career Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Richard Reinig
- B. Business address and telephone number:**  
5075 E Desert Hills Rd, Cave Creek, AZ 85331  
(480) 256-0013
- C. Present employer:**  
Self-Employed - Richard Reinig - Reinig Ventures, Inc
- D. Present title:**  
Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Reinig Ventures, Franchise Business Owner/Career Ownership Coach with the Entrepreneur's Source Franchise, July, 2023 - Current  
Wells Fargo Bank, Senior Vice President, May, 2018 - 10/2022

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Brenda Riney

**B. Business address and telephone number:**  
1204 Chancery Lane, Cave Springs, AR 72718  
479-381-4062

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
June 2017 - Present:  
Career Coaches, Inc. (President) dba The Entrepreneur's Source - Franchisee/Career Ownership Coach  
  
August 2015 - June 2017:  
OMNI Sales & Shopper Marketing Agency - EVP Sales & Marketing

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Andrew Ritterling

**B. Business address and telephone number:**

9928 N Marsh Ave, Kansas City Mo. 64157  
719-242-7075

**C. Present employer:**

Self Employed, Kingdom Compass Corp.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Aug 2021 - Present  
Operational Excellence Consultant, H&R Block - Aug 2018 - June 2021  
Area Manager, H&R Block - Dec 2016 - June 2018  
Executive Team Leader, Target Corporation - Aug 2014 - Nov 2016

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:

2. Forum, nature and current status of the pending action:

3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

*Andrew Ritterling*



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jacob J. Roberts

**B. Business address and telephone number:**  
7876 Sunrise Terrace Lane Citrus Heights, CA 95610  
510-334-7870

**C. Present employer:**  
Roberts Coaching Inc.

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

11/2022 - Present - Franchise Owner & Operator, The Entrepreneur's Source  
1/2016 to 11/2022-Golden 1 Credit Union, Branch Manger VI

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Michael (Mike) Rocci

**B. Business address and telephone number:**  
803 Northwood Drive, Merced, CA 95348  
(209) 325-4806

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

October 2019 - Present:  
The Entrepreneur's Source - Franchisee/Career Ownership Coach

June 2004 - February 2019:  
McClatchy Newspapers, Inc. dba The Merced Sun-Star - Operations Director

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** DOUGLAS C RONALD JR

**B. Business address and telephone number:**

DCJAR VENTURES INC.  
102 Lassiter Ln, Bellville, TX 77418  
(713) 724-5700

**C. Present employer:**

DCJAR VENTURES INC

**D. Present title:**

PRESIDENT and Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

DCJAR VENTURES INC, Franchise Owner & Operator, The Entrepreneur's Source - July 2022 - Present

The Signorelli Company, Sr. Vice President of Signorelli Holdings Ltd, February, 2017 to March, 2022

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Judith Rose

**B. Business address and telephone number:**

Physical - 2502 Aviation Drive East Wenatchee WA 98802 907-230-9039  
Mailing - 595 Grant Road 3-410 East wenatchee WA 98802

**C. Present employer:**

Self-Employed, AJ Rose Enterprises, Corp

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Jan 2021 - Present  
Mail It Your Way Owner & Operator, Dec 2018 - Oct 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Steven Rosenkrantz

**B. Business address and telephone number:**  
32 Cambridge Circle, Longmeadow, MA 01106  
413-454-4400

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Sept 2001 - Present:  
The Entrepreneur's Source - Franchisee, Owner/Operator, Career Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jason Ross

**B. Business address and telephone number:**  
845 Cedar Breck Dr, Suwanee, GA 30024  
470-323-1575

**C. Present employer:**  
Self Employed - JTR Career Coaching Inc

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - DEC- 2023 - Present  
Branch Manager, Trailer Bridge INC - April 2019 - July 2023  
Key Account Manager, CH Robinson -December 2018 - April 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. **Names of the parties:**
  
  
2. **The forum:**
  
  
3. **Case or proceeding identification number:**

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

**If you answered "yes", please provide:**

1. **Name of the person:**
  
  
2. **Public agency or court:**
  
  
3. **Case or proceeding identification number:**

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Sara E. Roy

**B. Business address and telephone number:**

30945 Explorers Trail  
De Soto, KS 66018

**C. Present employer:**

Self-Employed, Managing Member of SERoy Career Coaching, LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - September 2022 - Present

Program Manager/Product Owner - Small Business, H&R Block - December 2020 - September 2022

Operational Excellence Consultant, H&R Block - August 2018 - December 2020

Program Manager - Process Improvements, H&R Block - October 2017 - August 2018

Program Manager - Privacy & Compliance, H&R Block - July 2015 - October 2017

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

Sara E. Roy, Managing Member of SERoy Career Coaching, LLC  
*Sara E. Roy*

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Kara L Russell

**B. Business address and telephone number:**

10139 Ramble Drive NW Silverdale, WA 98311  
206.953.2767

**C. Present employer:**

Self-employed, Bin 7 LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source, 01/2024 - Present  
Marketing Specialist, Walsh Construction Co., 09/21/2021 - 06/30/2023  
Assistant Marketing Manager, USA Dry Pea & Lentil Council, 08/2018 - 09/2021

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** April D Saavedra-Duran

**B. Business address and telephone number:**  
1709 Caramesa CT SE, Rio Rancho, NM 87124  
505.480.2717

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Career Independence INC, dba The Entrepreneur's Source - Franchisee/Career Ownership Coach -  
January 2019 to present  
Cargill, Western Division Sales Manager, June 2015 to March 2018  
Wayne Farms - Western Regional Sales Mgr - Dec 2012 - June 2015

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Elis Salamone

**B. Business address and telephone number:**  
3618 Olympic Blvd W, University Place, WA 98466  
703-915-9519

**C. Present employer:**  
Self Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

October 2019 - Present:  
The Entrepreneur's Source - Franchisee/Career Ownership Coach  
August 2018 - October 2019 Puyallup Tribal Health Authority, Tacoma WA (Medical Practice Manager/Nurse Practitioner)  
Nov 2017 - March 2018 United Wound Healing, Puyallup WA (Wound Care Provider/ARNP)  
Sept 2014 -Sept 2017 Madigan Army Medical Center, Tacoma WA (Women's Health ARNP)

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. Forum, nature and current status of the pending action:
3. Case or proceeding identification number:

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Wilson Sartain

**B. Business address and telephone number:**  
83 Lakeside. Trinity, TX 75862

**C. Present employer:**  
Icarus Consulting Services LLC

**D. Present title:**  
Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - October 2022 - Present, Franchise Owner & Operator,  
DePuy Mitek Sports Medicine, Johnson & Johnson. November 2018- Present. Sales Consultant  
Medinc of Texas, Arthrex. September 2016-October 2018. Technology Specialist

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Michael Scheerer
- B. Business address and telephone number:**  
77 Lagare St. Palm Coast, FL 32137  
877-218-0028
- C. Present employer:**  
Self Employed: Business Coach Associates dba The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
2010 - Present:  
The Entrepreneur's Source - Franchisee/Career Ownership Coach

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Kerry A. Scheller

**B. Business address and telephone number:**

7413 S. Williams Court, Franklin, WI 53132  
262-327-5841

**C. Present employer:**

Self-Employed - TMScheller Enterprises, LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - June 2021 - Present  
Regional Manager, A Place for Mom, Inc. - Dec 2014 - Feb 2021

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Karen M. Schindler

**B. Business address and telephone number:**

3948 Blaine Avenue, St. Louis, MO 63110  
314-503-7938

**C. Present employer:**

Karen M. Schindler, PC

**D. Present title:**

Karen M. Schindler

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - July 2022 - Present  
Construction Risk Manager, U. S. Bank Community Development Corporation - Feb 2019 - July 2022  
Realtor, Broker Manager, RE/MAX Results 4950 Lemay Ferry Road, St. Louis, MO 63129 - Dec 2013 - Feb 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

N/A

**2. Forum, nature and current status of the pending action:**

N/A

**3. Case or proceeding identification number:**

N/A

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:

N/A

2. The forum:

N/A

3. Case or proceeding identification number:

N/A

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:

N/A

2. Public agency or court:

N/A

3. Case or proceeding identification number:

N/A

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** James Schrage

**B. Business address and telephone number:**

2051 Custer Avenue, Billings, MT, 59102  
406-697-4793

**C. Present employer:**

Entrepreneur Advisors Inc.

**D. Present title:**

President/CEO

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Sept 2021 - Present  
Training Manager/Regional Manager, Bullfrog Spas International - Feb 2021 - Present  
Director, Retail Operations, Jacuzzi Group Worldwide- May 2007-November 2020

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Kyle Schroeder
- B. Business address and telephone number:**  
13911 San Saba Canyon Ln.  
Cypress, TX 77429  
(713) 305-8055
- C. Present employer:**  
K&T Schroeder Enterprises, Inc.
- D. Present title:**  
Vice President & Director
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
K&T Schroeder Enterprises, Inc., DBA The Entrepreneur's Source - Franchise Owner and Operator, June 19, 2023 - Present  
OFI Testing Equipment, Inc., President & CEO, September 28, 1998 - December 14, 2022

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. Forum, nature and current status of the pending action:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Tom Sheffield

**B. Business address and telephone number:**  
2109 Climbing Ivy Drive Tampa, FL 33618  
813-404-2000

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

April 2019 - Present:  
The Entrepreneur's Source - Franchisee/Career Ownership Coach

Mar 2018 - Present  
HuntJack Consulting - Owner

July 2013 - Dec 2017  
CEMEX USA - Vice President Commercial Development, VPGM, VP Human Resources/Business Partner,  
VP Continuous Improvement.

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Heidi Simos

**B. Business address and telephone number:**  
36 Magnolia Drive S, Ormond Beach, FL 32174  
407-492-3501

**C. Present employer:**  
Self-Employed: Bound for Success Coaching, LLC

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

2015 - Present:  
Bound for Success Coaching, LLC, dba The Entrepreneur's Source: Franchisee/Career Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Keith Simpson

**B. Business address and telephone number:**

331 Laddy Lane London, AR 72847  
479-280-9600

**C. Present employer:**

Self-Employed, KAS Consulting Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

KAS Consulting Inc. (DBA The Entrepreneur's Source) - Franchise Owner/Operator - June 2023 - Present  
Globe Life Family Heritage, Sales Agent - May 2022 - May 2023  
Verizon, Senior Trainer - March 2006 - Dec 2021

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Les Simpson
- B. Business address and telephone number:**  
5304 Brinkman Drive, Amarillo, TX 79106  
806-681-9452
- C. Present employer:**  
Self-Employed: Simpson Career Consulting (Owner)
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Oct 2018 - Present:  
Simpson Career Consulting dba The Entrepreneur's Source - Franchisee/Career Ownership Coach  
  
July 2002 - January 2018:  
Amarillo Globe-News - Publisher

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Josh Sklar

**B. Business address and telephone number:**  
10304 Nolina CV, Austin, Texas 78759  
512-415-1698

**C. Present employer:**  
Self-Employed: Dimyon dba The Entrepreneur's Source

**D. Present title:**  
Franchise Business Owner/Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Dimyon dba The Entrepreneur's Source, Franchisee/Owner, June 2018 - Present  
Heresy, Owner/President/Creative Director, January 2010 - Present  
Gerson Lehrman Group (GLG), Council Member, January 2011 - Present  
Marketing Magazine Group, Columnist, January 2000 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Michael Smeaton
- B. Business address and telephone number:**  
3416 Forsythia Drive, Odessa, FL 33556  
813-528-1014
- C. Present employer:**  
Self-Employed - Encouraging the Entrepreneur Spirit, LLC
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Dec 2020 - Present:  
The Entrepreneur's Source - Franchisee, Career Ownership Coach  
  
2003 - Dec 2020:  
The Safety Marketing Group (SafetyNetwork.me) - President/CEO

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Teri L. Smith, Owner, President
- B. Business address and telephone number:**  
1620 E Cedgn Bluff Acres  
Cleveland, OK 74020  
405-714-0607
- C. Present employer:**  
Empowered Future Incorporated
- D. Present title:**  
Teri L Smith, President, Director, Trustee
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Enovation Controls LLC  
Vice-President, Human Resources  
DOH: 5/8/2017  
DOT: 12/31/2022

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

- 1. Names of the parties:**  
N/A
- 2. Forum, nature and current status of the pending action:**  
N/A
- 3. Case or proceeding identification number:**  
N/A

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. **Names of the parties:**

N/A

2. **The forum:**

N/A

3. **Case or proceeding identification number:**

N/A

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. **Name of the person:**

N/A

2. **Public agency or court:**

N/A

3. **Case or proceeding identification number:**

N/A

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** David Splitgerber

**B. Business address and telephone number:**  
651 Hickory Hollow Rd., Waterford, WI 53185

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

2016 - Present:  
The Entrepreneur's Source - Franchisee, Career Ownership Coach

2003-2015:  
GlaxoSmithKline - Hospital Account Manager

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Kathy Sprouse

**B. Business address and telephone number:**

1209 Tin Barn Rd., Zebulon, NC 27597  
801-690-0959

**C. Present employer:**

Self-Employed: Tin Barn Consulting, Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

May 2020 - Present:

The Entrepreneur's Source - Franchisee, Career Ownership Coach

Aug 2004 - May 2020:

US Translation Company - Director of Operations

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Doug Stahl
- B. Business address and telephone number:**  
57253 Willow Way Ct., Washington Two, MI 48094  
(248) 535-7721
- C. Present employer:**  
Self-Employed
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
  
March 2019 - Present:  
The Entrepreneur's Source - Franchisee, Career Ownership Coach  
  
Jan 2010 - Present:  
S&W Engineered Solutions - Managing Member

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_  \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Sandra (Sandi) Stahl

**B. Business address and telephone number:**

W4339 Pleasant Hill Dr  
Campbellsport WI 53010  
(262) 305-5053

**C. Present employer:**

Self Employed: New Path Solutions

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - August 2023 - Present  
Humana, Medicare Agent July 2021-July 2023  
Deere Employees Credit Union, Business Development Manager  
2014-2021

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Ed Stan
- B. Business address and telephone number:**  
12012 18th Avenue SW, Burien, WA 98146  
(214) 682-0588
- C. Present employer:**  
Self Employed:
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
  
Sept 2016 - Present:  
The Entrepreneur's Source - Franchisee, Career Ownership Coach  
Nov 2015 - Aug 2016 - not employed

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Connie Stanton
- B. Business address and telephone number:**  
6914 Roundrock Road  
Dallas, TX 75248
- C. Present employer:**  
Self Employed
- D. Present title:**  
President
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner, The Entrepreneur's Source, October, 2023 to Present  
Product Owner, Jack Henry, January 10, 2022 - August 30, 2023  
Business Analyst, Tek Systems, April 2019 - January 2022  
Contractor, Global Now, February 2019 - December 2019  
Business Analyst, Greyhound, Nov 2016 - Nov 2018

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Robert Dale Stephenson
- B. Business address and telephone number:**  
501 NE 31st Street, Unit 1908, Miami, FL 33137  
312-636-9214
- C. Present employer:**  
Self-Employed, Listo Coaching, Inc dba The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - June 2022-Present  
  
DirectTV Latin America, Florida, USA, AVP of Sales Operations-Nov 2021-February 2022  
  
AT&T Latin America, TX, USA, AVP of Sales Operations-August-2015-November of 2021

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Brian Stern

**B. Business address and telephone number:**

4 Scrivani Lane, Hazlet, NJ 07730

**C. Present employer:**

Encore Evolution Consulting, Inc.

**D. Present title:**

President, Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Encore Evolution Consulting, Inc. DBA The Entrepreneur's Source - Franchisee, June 2023 - Present

GALE Parthers, Vice President Media Planning, September 2021-March 2023

Media Kitchen, Group Director, August 2015 - July 2021

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Tim Stiff

**B. Business address and telephone number:**

450 Tuscany Drive  
Algonquin, IL 60102  
773-683-9599

**C. Present employer:**

Self Employed

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchise Owner/Operator May 2023 - Present  
Southern States Packaging Midwest Account Mgr Nov 2019 - present  
Carustar Account Manager Nov 2016 - Nov 2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Judy Stoleson

**B. Business address and telephone number:**

3545 E. Dakota Ct., Phoenix, AZ 85044  
480-449-3420

**C. Present employer:**

Self-Employed: JMK Consulting, LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

March 2000 - Present:

JMK Consulting, LLC dba The Entrepreneur's Source - Franchisee, Career Ownership Coach

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Natalie Strehlke

**B. Business address and telephone number:**

1519 Niagara St Waconia, MN 55387  
612-297-2468

**C. Present employer:**

Self-employed, Reach Your Potential Ventures Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - February 2023 - Present  
Product Marketing Manager, Yokogawa Corporation of America, Oct. 2017 - Jan. 2022

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Maja Taylor
- B. Business address and telephone number:**  
114 Pixie Moss Road, Pottstown, PA 19464  
610-416-7150
- C. Present employer:**  
Self-Employed, Global Transformations Incorporated
- D. Present title:**  
Franchise Business Owner  
CEO & President - Global Transformations Incorporated
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Franchise Owner & Operator, The Entrepreneur's Source - Nov 2023 - Present  
Global Talent & Engagement Partner, Charles River - July 2017 - July 2023

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

## Form D (cont'd) - Franchise Seller Disclosure Form

- B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
2. The forum:
  
3. Case or proceeding identification number:

- C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
2. Public agency or court:
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Wendy Taylor

**B. Business address and telephone number:**

14302 Cruiser St, Unit B, Corpus Christi, TX 78418  
(503) 522-8613

**C. Present employer:**

Self-Employed / J&W Taylor Enterprises LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Business Owner & Operator, The Entrepreneur's Source - August 2021 to Present  
Self - Mary Kay -Sales- 2007 to 2021  
Self - Uber -Driver- 2018 to 2021

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Robert K. Terrell (Bob)

**B. Business address and telephone number:**  
18734 Cypress Loch Drive, Spring, TX 77379  
832-696-2600

**C. Present employer:**  
Self-Employed: EnCompass Associates, Inc.

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee, Career Ownership Coach - July 2018 - Present

EnCompass Associates, Inc., - Owner President - July 2018 to present Aquatic Engineering & Construction - Operations Manager - February 2016 - April 2018 Audubon Engineering - Audubon Field Solutions - Dir. Business Development- Mar 2015 - Sept 2015
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**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Mark Thomas

**B. Business address and telephone number:**  
1 Wrangler Rd, Rolling Hills, CA 90274  
310-413-2848

**C. Present employer:**  
Self-Employed: M.E.T. Advisors, Inc. (President)

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

May 2016 - Present:  
M.E.T. Advisors, Inc. dba The Entrepreneur's Source - Franchisee, Career Ownership Coach

Jan 2009 - March 2016:  
D.C. Power Solutions, Inc. - President

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Timothy (Tim) Titus
- B. Business address and telephone number:**  
1 Eagle Drive, Ringoes, NJ 08551  
908-751-5375
- C. Present employer:**  
Self-Employed: TDT Innovative Solutions, Inc. dba The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Oct 2010 - Present:  
The Entrepreneur's Source - Franchisee, Career Ownership Coach

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Alberto Torres Jr.

**B. Business address and telephone number:**

104 Bella Vis, Georgetown Tx 78633  
512-663-2378

**C. Present employer:**

Self-Employed, Torres Solutions Group Inc.

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Jan 2024

District Manager, Walgreen Co, - June 1999 - November  
2023

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

If you answered "yes", please provide:

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

1. **Names of the parties:**
  
  
2. **The forum:**
  
  
3. **Case or proceeding identification number:**

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

**If you answered "yes", please provide:**

1. **Name of the person:**
  
  
2. **Public agency or court:**
  
  
3. **Case or proceeding identification number:**



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** John D. Vermilyea

**B. Business address and telephone number:**

55 Green St. Unit D199 Clinton, MA 01510

**C. Present employer:**

Self employed: President, OwnYourCareer Inc.

**D. Present title:**

President and Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

OwnYourCareer Inc., Franchise Owner (DBA The Entrepreneurs Source), 1/2024 - present  
Atrium Innovations - Sr. IT Manager of BI, Data Warehousing & Integrations: 3/2016 - 6/2023

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Daniel Volker

**B. Business address and telephone number:**

5308 Conant Circle, Fort Mill, SC 29708  
803-981-2279

**C. Present employer:**

Self-Employed-DM Contultants, LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - 12/2021 - Present  
Ecolab, Area Manager, 01/01/2017-01/31/2021  
Ecolab, Eastm Regional VP Sales, 11/1/2015-12/31/2016

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Michael (Mike) A. Waller
- B. Business address and telephone number:**  
25 Lexington Rd., South Barrington, IL 60010  
(847) 426-5260
- C. Present employer:**  
Self-Employed: M Waller and Associates, LLC - dba The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
Nov 2002 - Present:  
M Waller and Associates, LLC - Managing Partner  
dba The Entrepreneur's Source - Franchisee, Career Ownership Coach

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Frederick F Webster III

**B. Business address and telephone number:**

3825 E Parkcenter Blvd, Boise, ID 83716 208-921-2431

**C. Present employer:**

Self Employed, CareerPath Insights LLC

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - September 2023 - Present  
HCA Healthcare, AVP Physician & Provider Relations, January 2010 - September 2023

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Jeffrey Weidauer

**B. Business address and telephone number:**  
19 Commentry Drive, Little Rock, AR 72223  
501-762-8960

**C. Present employer:**  
Self-Employed: SSR Retail, LLC

**D. Present title:**  
Franchise Business Owner/Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner - The Entrepreneur's Source - October 2020 - Present  
SSR Retail, LLC, Principal, 5/15/2019 to present  
Vestcom International, Inc., Vice President Marketing & Strategy, 6/30/2008 - 5/3/2019

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Joe Wenig

**B. Business address and telephone number:**  
6405 Park Bench Place, Hoschton, GA 30548  
678.951.0024

**C. Present employer:**  
Self-Employed

**D. Present title:**  
Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

April 2016 - Present:  
The Entrepreneur's Source - Franchisee, Career Ownership Coach

Feb 1989 - March 2016:  
Teradata Corp - Vice President

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Ronald Wessels

**B. Business address and telephone number:**

112 Mozart Ave, Los Gatos, CA 95032  
408-799-3982

**C. Present employer:**

Self-Employed: RPW Ventures Inc. dba The Entrepreneur's Source

**D. Present title:**

Franchise Business Owner

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

The Entrepreneur's Source - Franchisee, Career Ownership Coach - Oct 2019 - Present

Tricentis, Product Marketing Manager, Oct. 1, 2018 – Jan. 16, 2019

NextLabs, Director Solution Marketing, June 1, 2016 – May 26, 2017

SAP, Sr. Director Marketing Platform Adoption HANA, Jan. 11 2012 – December 6, 2015

RPW Ventures Inc. - Owner/President - 2001 - Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

**Form D (cont'd) - Franchise Seller Disclosure Form**

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Stephen Westog

**B. Business address and telephone number:**  
1590 Archmont Circle, Dacula, GA 30019  
770-430-1745

**C. Present employer:**  
MORL Inc.

**D. Present title:**  
President

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Franchise Owner & Operator, The Entrepreneur's Source - Sept. 2023 - Present  
Delaney Hardware, Director of Sales, 5/22-2/23  
HNI, VPI Field Sales, 11/04-1/22

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** Tiffany J. Whitney

**B. Business address and telephone number:**

8657 Crested Eagle Place, Sanford, FL 32771

**C. Present employer:**

Feed Your Brain, LLC

**D. Present title:**

Owner & Career Ownership Coach

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

June 2023 to present

Owner & Career Ownership Coach, Feed Your Brain doing business as The Entrepreneur's Source

October 2004 to May 2023

Senior Director of Learning, First American Financial-

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

Form D (cont'd) - Franchise Seller Disclosure Form

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

- A. Name:** Nathaniel (Bill) Winkelman
- B. Business address and telephone number:**  
820 Montrose Street, Philadelphia PA 19147  
206-393-8014
- C. Present employer:**  
Self-Employed: Wink Business Coaching dba The Entrepreneur's Source
- D. Present title:**  
Franchise Business Owner
- E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**  
The Entrepreneur's Source - Franchisee, Career Ownership Coach - August 2019 - Present  
Wink Loyalty - Principal - 2009 - September 2019

**2. State whether the person identified in 1 above:**

- A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

**If you answered "yes", please provide:**

- 1. Names of the parties:**
- 2. Forum, nature and current status of the pending action:**
- 3. Case or proceeding identification number:**

Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise,

B. antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Names of the parties:
2. The forum:
3. Case or proceeding identification number:

Form D (cont'd) - Franchise Seller Disclosure Form

C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.

YES \_\_\_\_\_ NO \_\_\_\_\_ x \_\_\_\_\_

If you answered "yes", please provide:

1. Name of the person:
2. Public agency or court:
3. Case or proceeding identification number:

**Form D - Franchise Seller Disclosure Form**

**FRANCHISE SELLER DISCLOSURE FORM**

**1. List who will solicit, offer or sell franchises for the Franchisor in this state:**

**A. Name:** PJW Holdings, LLC

**B. Business address and telephone number:**

1 Charles Drive, Stratham, NH 03885. 917-566-7234

**C. Present employer:**

Self-employed

**D. Present title:**

Managing Member

**E. Employment during the past five years. For each employment, state the name of the employer, position held, and beginning and ending dates:**

Self employed - Adaptive Analytics, LLC

1 Charles Drive, Stratham, NH 03885

May, 2014 - June 2022

The Entrepreneur's Source - Franchisee, Career Ownership Coach - Dec 2022 to Present

**2. State whether the person identified in 1 above:**

**A. Has an administrative, criminal or material civil action pending against that person alleging a violation of franchise, antitrust or securities law, or alleging fraud, unfair or deceptive practices, or any comparable allegations?**

YES  NO

**If you answered "yes", please provide:**

**1. Names of the parties:**

**2. Forum, nature and current status of the pending action:**

**3. Case or proceeding identification number:**

**Form D (cont'd) - Franchise Seller Disclosure Form**

**B. Had during the 10-year period immediately before the disclosure document's issuance date been convicted of or pleaded nolo contendere to a felony charge; or been held liable in a civil action involving an alleged violation of a franchise, antitrust or securities law, or allegations of fraud, unfair or deceptive practices, or comparable allegations?**

YES  NO

If you answered "yes", please provide:

1. Names of the parties:
  
  
2. The forum:
  
  
3. Case or proceeding identification number:

**C. Is subject to a currently effective injunction or restrictive order or decree resulting from a pending or concluded action brought by a public agency and relating to the franchise, or to a Federal, State or Canadian franchise, securities, antitrust, trade regulation or trade practice law.**

YES  NO

If you answered "yes", please provide:

1. Name of the person:
  
  
2. Public agency or court:
  
  
3. Case or proceeding identification number:



## CONSENT

Kezos & Dunlavy, LLC consents to the use in the Franchise Disclosure Document issued by Oxi Fresh Franchising Co, Inc. (“Franchisor”) on March 31, 2024, as it may be amended, of our report dated March 22, 2024, relating to the financial statements of Franchisor for the years ended December 31, 2023, 2022, and 2021.

*Kezos & Dunlavy*

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Kezos & Dunlavy, LLC  
March 31, 2024



DOUGLAS R. FERGUSON  
TELEPHONE: (303) 297-2600, Ext. 169  
WRITER'S E-MAIL: dferguson@rwolaw.com

April 1, 2024

**VIA ELECTRONIC SUBMISSION**

Ms. Lindsay M. Fedler, JD  
Securities Examiner  
Department of Financial Institutions  
Division of Securities  
4822 Madison Yards Way, North Tower  
Madison, Wisconsin 53705

Re: Oxi Fresh Franchising Co., Inc.  
Franchise Registration Renewal Application  
File No. 633392

Dear Ms. Fedler:

On behalf of Oxi Fresh Franchising Co., Inc. (the "Franchisor"), we submit with this letter the following application documents for the 2024 renewal of its franchise registration:

1. A clean copy of the Franchise Disclosure Document.
2. An executed Franchise Registration Renewal Application with a Certification.
3. An executed Uniform Franchise Consent to Service of Process and Acknowledgment.
4. Franchise Seller Disclosure Forms.
5. The auditor's consent letter for those financial statements included in the Franchise Disclosure Document.

We are also submitting payment for the franchise renewal fee in the amount of \$400.00.

The Franchisor's audited financial statements for the most recently ended fiscal year are included as Attachment K to the Franchise Disclosure Document.



Wisconsin Department of Financial Institutions  
April 1, 2024  
Page 2

If you have any questions or comments regarding the Franchisor or this filing, please do not hesitate to contact me at the telephone number or address indicated on the first page of this letter.

Sincerely,

*Douglas R. Ferguson*

Douglas R. Ferguson

Enclosures

cc: Oxi Fresh Franchising Co., Inc.  
06910-001 / 182942