

ITEM 19

FINANCIAL PERFORMANCE REPRESENTATIONS

The FTC's franchise rule permits a franchisor to provide information about the actual or potential financial performance of its franchised and/or franchisor-owned outlets, if there is a reasonable basis for the information, and if the information is included in the disclosure document. Financial performance information that differs from that included in Item 19 may be given only if (1) a franchisor provides the actual records of an existing outlet you are considering buying; or (2) a franchisor supplements the information provided in this Item 19, for example, by providing information about possible performance at a particular location or under particular circumstances.

This financial performance representation discloses historical information regarding the average of Hours Billed, Gross Revenue, and Gross Profit % (all terms defined below) for 24 Units open and operating during the 12-month period ending December 28, 2025 (the "Measurement Period") and open at the time of this document's filing. The 14 Traditional Units include 14 franchisee-owned Units. The All Units include 24 franchisee-owned Units.

For purposes of this Item 19, we use the following defined terms.

"Hours Billed/Week" is hours worked by Field Employees and charged to Clients of a Nextaff Unit.

"Gross Revenue" is all money and other consideration paid for the Services provided to Clients of a Nextaff Unit.

"Gross Profit % (Percentage)" for a Nextaff Unit equals Gross Profit \$ divided by Gross Revenue, expressed as a percentage.

Traditional Units

During the Measurement Period:

TRADITIONAL	Averages for Top 20% of Offices	Median	Averages for Top 50% of Offices	Median	Averages for Bottom 50% of Offices
Hours Billed/Week	4,522	4,302	2,658	1,658	163
Gross Revenue	\$5,151,086	\$4,923,815	\$3,037,717	\$1,882,893	\$374,502
Gross Profit %	16.78%	16.05%	17.06%	16.21%	25.36%

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Break-Even Analysis/Reporting Survey – Traditional Units

We conducted a survey of our Traditional Units that have opened since 2017 regarding their time to break-even. We asked the question: “how long it took your Franchise to ‘break-even’ (in months) when measured on a month-to-month basis. By ‘break-even,’ we mean that the Gross Revenue of the Franchise exceeds all the costs and expenses when measured on a monthly basis.”

Based on our survey, 15 of the 16 Traditional Units responded. The average break-even response was 8.43 months. The Median response was 8 months. The range was between 3 months and 15 months.



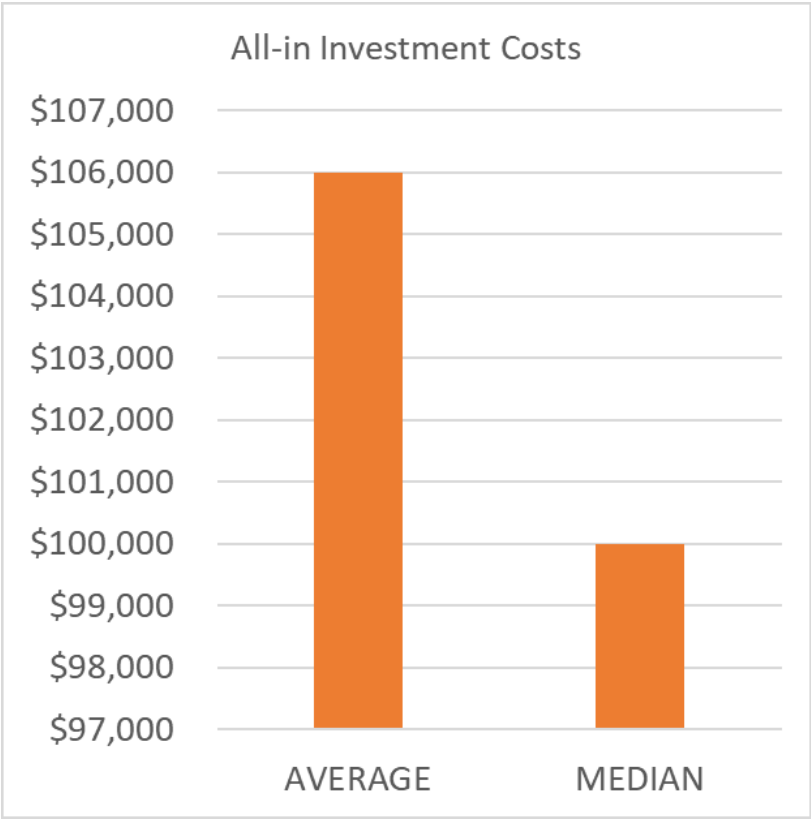
- Note: It was up to each respondent to determine the starting point of the measurement period. We did not ask to base their answer on signing the franchise agreement or upon opening. That was left to the determination of the respondent.

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Capital Investment/Reporting Survey – Traditional Units

We conducted a survey of our Traditional Units that have opened since 2017 to determine the amount of investment capital that it took each Franchise to achieve “break-even” when measured on a month-to-month basis. We asked the question: “how much capital you had to invest before your Franchise reached ‘break-even’ when measured on a month-to-month basis. By ‘break-even,’ we mean that the Gross Revenue of the Franchise exceeds all the costs and expenses when measured on a monthly basis.”

Based on our survey, 15 of 16 Traditional Units responded. The average response was \$106,000. The Median response was \$100,000. The range was between \$60,000 and \$189,528.



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Expense Proformas – Traditional Unit

We have compiled example pro-forma expense budgets based on our low and high investment ranges for a Traditional Unit.

Traditional Low Estimate Expense Only Proforma Budget					
	Pre Launch (1)	Month 1	Month 2	Month 3	First 6 Months
Item 7 Expenses (using low estimate)					
Franchise Fee	49,000				49,000
Office & Facility Costs	2,000				2,000
Leasehold Improvements	1,000				1,000
Signage	500				500
FF&E	5,000				5,000
Computer System	4,434				4,434
Utility Deposits and Fees	-				-
Business Licenses & Taxes	150				150
Insurance	1,500				1,500
Launch Fee	6,675				6,675
Misc Expenses	4,800				4,800
					-
Additional Expenses					
Internal Staff Costs					-
Owner/Manager		-	-	-	-
Recruiter / Account Manager		4,167	4,167	4,167	12,500
Admin/Account Manager		-	-	-	-
Sales Development Rep		5,000	5,000	5,000	15,000
Bonuses		-	109	213	322
Other Staff Costs					-
Taxes		885	895	905	2,685
Benefits		1,008	1,020	1,032	3,060
Advertising - Candidate (2)		1,000	1,000	1,000	3,000
Advertising - Client (2)		400	400	400	1,200
Auto and Mileage Expenses		100	100	100	300
Bank Fees		25	25	25	75
Drug Testing		100	100	100	300
Dues & Subscriptions		81	25	25	131
Legal & Professional		480	50	50	580
Brand Fund		400	400	400	1,200
Meals & Entertainment		200	200	200	600
Office Supplies		760	50	50	860
Postage		100	100	100	300
Printing & Reproduction		25	25	25	75
Rent (3)		-	1,667	1,667	3,333
Royalty Fees (4)					-
Technology		1,088	1,088	1,088	3,264
Telephone & Internet		150	150	150	450
TOTAL SG&A	75,059	15,969	16,571	16,697	124,295

(1) Pre launch is typically 60-90 days

(2) Based on historical averages and recommendations made in training

(3) Assumes first month's rent is paid in Item 7 expenses. Also assumes 1000 sf at \$20/foot

(4) Royalty Fees do not begin until the 7th month after signing a franchise agreement.

Traditional High Estimate Expense Only Proforma Budget						
	Pre Launch (1)	Month 4	Month 5	Month 6	First 6 Months	
Item 7 Expenses (using high estimate)						
Franchise Fee	49,000				49,000	
Office & Facility Costs	4,500				4,500	
Leasehold Improvements	5,000				5,000	
Signage	7,500				7,500	
FF&E	10,000				10,000	
Computer System	5,423				5,423	
Utility Deposits and Fees	250				250	
Business Licenses & Taxes	400				400	
Insurance	3,000				3,000	
Launch Fee	6,675				6,675	
Misc Expenses	5,300				5,300	
					-	
Additional Expenses						
Internal Staff Costs					-	
Owner/Manager		-	-	-	-	
Recruiter / Account Manager		5,833	5,833	5,833	17,500	
Admin/Account Manager		-	-	-	-	
Sales Development Rep		5,833	5,833	5,833	17,500	
Bonuses		-	109	213	322	
Other Staff Costs					-	
Taxes		1,126	1,136	1,146	3,409	
Benefits		1,283	1,295	1,307	3,885	
					-	
Advertising - Candidate (2)		1,000	1,000	1,000	3,000	
Advertising - Client (2)		400	400	400	1,200	
Auto and Mileage Expenses		100	100	100	300	
Bank Fees		25	25	25	75	
Drug Testing		100	100	100	300	
Dues & Subscriptions		25	25	25	75	
Legal & Professional		1,186	50	50	1,286	
Brand Fund		400	400	400	1,200	
Meals & Entertainment		200	200	200	600	
Office Supplies		605	50	50	705	
Postage		100	100	100	300	
Printing & Reproduction		25	25	25	75	
Rent (3)		-	3,400	3,400	6,800	
Royalty Fees (4)					-	
Technology		1,088	1,088	1,088	3,264	
Telephone & Internet		150	150	150	450	
TOTAL SG&A	97,048	19,480	21,320	21,446	159,295	

(1) Pre launch is typically 3 months

(2) Based on historical averages and recommendations made in training

(3) Assumes first month's rent is paid in Item 7 expenses. Also assumes 1200 sf at \$34/foot

(4) Royalty Fees do not begin until the 7th month after signing a franchise agreement.

Expense Proformas – Virtual Unit

We have compiled example pro-forma expense budgets based on our low and high investment ranges for a Virtual Unit.

Virtual Low Estimate Expense Only Proforma Budget						
		Pre Launch (1)	Month 1	Month 2	Month 3	First 6 Months
Item 7 Expenses (using low estimate)						
Franchise Fee		49,000				49,000
Office & Facility Costs		-				-
Leasehold Improvements		-				-
Signage		-				-
FF&E		250				250
Computer System		1,678				1,678
Utility Deposits and Fees		-				-
Business Licenses & Taxes		150				150
Insurance		1,500				1,500
Launch Fee		2,771				2,771
Misc Expenses		-				-
Additional Expenses						
Internal Staff Costs						-
Owner/Manager			-	-	-	-
Recruiter / Account Manager			-	-	-	-
Admin/Account Manager			-	-	-	-
Sales Development Rep			-	-	-	-
Bonuses			-	-	-	-
Other Staff Costs						-
Taxes			-	-	-	-
Benefits			-	-	-	-
Advertising - Candidate (2)			500	500	500	1,500
Advertising - Client (2)			100	100	100	300
Auto and Mileage Expenses			-	-	-	-
Bank Fees			25	25	25	75
Drug Testing			25	25	25	75
Dues & Subscriptions			25	25	25	75
Legal & Professional			480	25	25	530
Brand Fund			400	400	400	1,200
Meals & Entertainment			25	25	25	75
Office Supplies			250	25	25	300
Postage			25	25	25	75
Printing & Reproduction			25	25	25	75
Rent (3)			250	250	250	750
Royalty Fees (4)						-
Technology			434	434	434	1,301
Telephone & Internet			150	150	150	450
TOTAL SG&A		55,349	2,714	2,034	2,034	62,129
(1) Pre launch is typically 60-90 days						
(2) Based on historical averages and recommendations made in training						
(3) Assumes small flex space office						
(4) Royalty Fees do not begin until the 7th month after signing a franchise agreement.						

Virtual High Estimate Expense Only Proforma Budget						
		Pre Launch (1)	Month 1	Month 2	Month 3	First 6 Months
Item 7 Expenses (using low estimate)						
Franchise Fee		49,000				49,000
Office & Facility Costs		500				500
Leasehold Improvements		250				250
Signage		-				-
FF&E		500				500
Computer System		1,678				1,678
Utility Deposits and Fees		250				250
Business Licenses & Taxes		400				400
Insurance		3,000				3,000
Launch Fee		2,771				2,771
Misc Expenses		500				500
						-
Additional Expenses						-
Internal Staff Costs						-
Owner/Manager			-	-	-	-
Recruiter / Account Manager			-	-	-	-
Admin/Account Manager			-	-	-	-
Sales Development Rep			-	-	-	-
Bonuses			-	-	-	-
Other Staff Costs						-
Taxes			-	-	-	-
Benefits			-	-	-	-
						-
Advertising - Candidate (2)			1,000	1,000	1,000	3,000
Advertising - Client (2)			500	500	500	1,500
Auto and Mileage Expenses			-	-	-	-
Bank Fees			25	25	25	75
Drug Testing			25	25	25	75
Dues & Subscriptions			25	25	25	75
Legal & Professional			480	25	25	530
Brand Fund			400	400	400	1,200
Meals & Entertainment			25	25	25	75
Office Supplies			250	25	25	300
Postage			25	25	25	75
Printing & Reproduction			25	25	25	75
Rent (3)			500	500	500	1,500
Royalty Fees (4)						-
Technology			434	434	434	1,301
Telephone & Internet			150	150	150	450
TOTAL SG&A		58,849	3,864	3,184	3,184	69,079
(1) Pre launch is typically 60-90 days						
(2) Based on historical averages and recommendations made in training						
(3) Assumes shared flex space at \$500/mo						
(4) Royalty Fees do not begin until the 7th month after signing a franchise agreement.						

Some outlets have earned this amount. Your individual results may differ. There is no assurance that you will earn as much.

We will, upon reasonable request, provide you with written substantiation of the data presented above. Except as stated above in this Item 19, we do not otherwise furnish prospective franchisees any oral or written information concerning actual or potential sales, costs, income or profits of any Nextaff Franchise.

Other than the preceding financial performance, Nextaff One, LLC does 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 the franchisor's management by contacting Cary Daniel, CEO, 9401 Renner Blvd, Suite 150, Lenexa, KS, 66219 or 913-562-5614, the Federal Trade Commission, and the appropriate state regulatory agencies.

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ITEM 20

OUTLETS AND FRANCHISEE INFORMATION

**TABLE NO. 1
SYSTEM-WIDE OUTLET SUMMARY
FOR YEARS 2023 TO 2025**

SYSTEM-WIDE OUTLET SUMMARY

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the End of the Year	Net Change
Franchised	2023	32	31	-1
	2024	31	28	-3
	2025	28	24	-4
Company- Owned	2023	1	2	1
	2024	2	4	2
	2025	4	3	-1
Total Outlets	2023	33	33	0
	2024	33	32	-1
	2025	32	27	-5