

Provision	Section in Franchise Agreement	Summary
		apply to the Franchise Agreement unless its statutory application is independently met.

ITEM 18. PUBLIC FIGURES

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

ITEM 19. FINANCIAL PERFORMANCE REPRESENTATIONS

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

This Item contains historic performance representations of our Affiliate Co. which has been operating since 2021. Affiliate Co. does not have an exclusive territory, the same of which is being offered in this franchise disclosure document and therefore is representative of the Franchised Business you may operate. The information provided below is from unaudited reports as of January 2024 to December 2024 (the "Reporting Period").

**Table 1: Affiliate Co. Total Gross Profit,
Certain Expenses, and Profit
January 2024 - December 2024.**

	Annual Total - 2024
Total Income	\$3,547,206
Total Cost of Goods Sold ¹	\$2,521,723
Gross Profit	\$1,025,483
Gross Profit (%)	28.9%
Franchise Adjustments ²	
Salary & Benefits – Recruiters	\$10,360.74
Royalty (10% of Gross Margin ³)	\$102,548
Brand Fund (5% of Gross Margin)	\$51,274
Tech Fee (5% of Gross Margin)	\$51,274
Management Fee (\$200/FTE/Mo) ⁴	\$272,000.00
Total Franchise-Specific Costs	\$487,456.74
Adjusted Gross Profit ⁵	\$538,026

Adjusted Gross Profit as a Percent of Total Gross Revenues	15.2%
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Note 1: Cost of goods sold includes recruiter costs, benefits, taxes, and direct costs of placement. Payments made to vendors in other countries have been shown in USD. Funds paid to vendors in other countries were converted from USD to other currencies at the time of payment. Exact payments may vary as of the date of conversion.

Note 2: Affiliate Co. is not subject to the same fee obligations as a franchisee. We have added these additional fees and costs as though our affiliate was a franchisee and paid them. You will pay the Royalty, Brand Fund Fee, Technology Fee, and Management Fee.

Note 3: The Royalties are taken from amounts collected and calculated based on the prior month's Gross Margin. "Gross Margin" is defined as Gross Revenue less taxes and direct costs associated with providing services, including but not limited to expenses directly attributable to the provision of services, such as materials, labor, wire fees, and other specific costs necessary for service delivery. The term "Gross Revenue" means (i) all revenue received or receivable from Recruitment Fees, Recurring Fees, or Add-On Fees, and (ii) any other revenues and income from any source derived or received by Franchisee from, through, by, or on account of the operation of the Franchised Business or made pursuant to the rights granted hereunder, including but not limited to, any and all other revenues received using Franchisor's trademarks, methods, operations and/or trade secrets whether received in cash, in services, in kind, from barter and/or exchange, on credit (whether or not payment is actually received) or otherwise. Gross Revenue excludes: (1) federal, state, or municipal sales, use, or service taxes collected from Clients and paid to the appropriate taxing authority; (2) proceeds from insurance, excluding business interruption insurance; and (3) proceeds from any civil forfeiture, condemnation, or seizure by government entities.

Note 4: The Management Fee is calculated by multiplying \$200 per fully-time employee ("FTE") per month. For example, if there were 100 FTEs, the Management Fee would be calculated as 100 FTEs * 12 months * \$200 = \$240,000 annually.

Note 5: Adjusted Gross Profit accounts for some imputed franchise-specific costs, such as Royalty, Brand Fund Fee, Technology Fee, and Management Fee and does not include any other expenses paid to us, our affiliates, or to third parties as you operate. Additional expenses not disclosed here may include, but are not limited to, general administrative expenses, entertainment expenses, and/or general organizational costs.

**Table 2: Number of Active Clients
January 2024 - December 2024**

	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024	May 2024	Jun. 2024	Jul. 2024	Aug. 2024	Sep. 2024	Oct. 2024	Nov. 2024	Dec. 2024
Active Clients	33	36	37	38	37	36	34	33	35	35	35	34

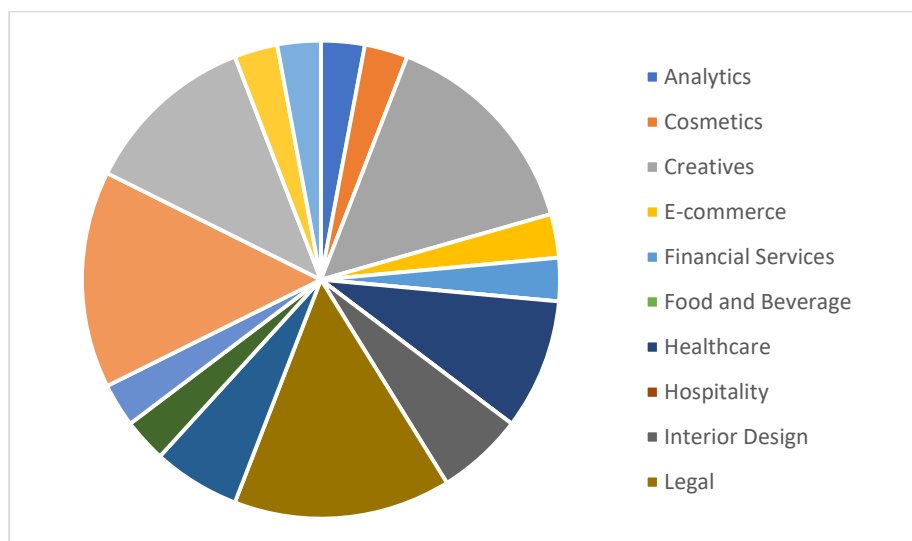
Note 1: Table 2 shows Affiliate Co.'s number of active clients each month from January 2024 – December 2024

**Table 3: Number of Active Employees
January 2024 - December 2024**

	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024	May 2024	Jun. 2024	Jul. 2024	Aug. 2024	Sep. 2024	Oct. 2024	Nov. 2024	Dec. 2024
Placements	104	-1	3	-5	9	-4	14	0	-1	4	2	-2
Year-to-Date (YTD)	104	103	106	101	110	106	120	120	119	123	125	123

Note 1: Table 3 shows Affiliate Co.'s employee placements each month from January 2024 – December 2024, and the total cumulative YTD employee placement.

Table 4: Types of Client Industries



Note 1: Table 4 shows the spread of Affiliate Co.'s clients' industries as it pertains to active clients as of December 31, 2024.

Table 5: Employee Turnovers

	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024	May 2024	Jun. 2024	Jul. 2024	Aug. 2024	Sep. 2024	Oct. 2024	Nov. 2024	Dec. 2024
Retention												
Total	106%	99%	103%	100%	100%	97%	107%	98%	102%	106%	100%	98%
Attrition												
Total	3%	3%	1%	4%	8%	5%	6%	3%	4%	2%	4%	4%

Note 1: Table 5 shows Affiliate Co.'s Retention Rate and Attrition Rate each month from January 2024 – December 2024 of employee placements.

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

We have written substantiation in our possession to support the information appearing in this Item 19, and such substantiation will be made available to you on reasonable request.

Other than the preceding financial performance representation, we do not make any representations about a franchisee's future financial performance or the past financial performance of company-owned or

franchised outlets. We also do not authorize our employees or representatives to make any such representations either orally or in writing. If you are purchasing an existing outlet, however, we may provide you with the actual records of that outlet. If you receive any other financial performance information or projections of your future income, you should report it to the franchisor's management by contacting SATELLITE TEAMS GLOBAL LLC at 1225 Avenida Juan Ponce de León Penthouse, San Juan, 00907; 939-999-2006, the Federal Trade Commission, and the appropriate state regulatory agencies.

ITEM 20. OUTLETS AND FRANCHISEE INFORMATION

Table No. 1
Systemwide Outlet Summary
For Years 2022 to 2024

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the End of the Year	Net Change
Franchised	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Company-Owned	2022	1	1	0
	2023	1	1	0
	2024	1	1	0
Total Outlets	2022	1	1	0
	2023	1	1	0
	2024	1	1	0

Table No. 2
Transfers of Outlets from Franchisees to New Owners (other than the Franchisor)
For Years 2022 to 2024

State	Year	Number of Transfers
All States	2022	0
	2023	0
	2024	0
Totals	2022	0
	2023	0
	2024	0

Table No. 3