

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.

As of December 31, 2025, there were 47 franchisees operating 83 Personnel Business Offices (the "Franchised Offices"). Of these 83 Franchised Offices, we have excluded (i) 14 Franchised Offices that opened during the 2025 calendar year and did not operate for the entire 2025 calendar year, and (ii) 6 Franchised Offices that operate as satellite offices offering limited services focused on in-person recruiting. The remaining 63 of the 83 Franchised Offices operated as standard Personnel Business Offices during the entire 2025 calendar year. These 63 Franchised Offices do not include 22 franchised offices that permanently closed during the 2025 calendar year. 7 of the Franchised Offices excluded due to closures were open fewer than 12 months as of their respective closures. We did not have any franchisees operating Professional Businesses as of December 31, 2025.

In this Item 19, we provide below, for Personnel Businesses, for calendar year 2025, the following statistics for the 63 Franchised Offices: (1) Gross Revenue; (2) Hours Billed; (3) Gross Profits; and (4) Gross Margins.

Part A -- 2025 Calendar Year Results – Personnel Businesses

In this Part A, we provide below, for calendar year 2025, the Gross Revenue, Hours Billed, Gross Profits, and Gross Margins for the 63 Franchised Offices.

Results for 2025 Calendar Year – 63 Franchised Offices				
	Gross Revenue (Note 1)	Hours Billed (Note 2)	Gross Profits (Note 3)	Gross Margin (Note 4)
Average	\$3,658,091	143,615	\$640,398	20.87%
Median	\$1,842,996	66,924	\$381,900	20.48%
High	\$47,159,739	2,105,257	\$5,982,340	53.39%
Low	\$228,830	4,748	\$35,885	10.57%
Offices Exceeding Average	18 (28.57%)	16 (25.4%)	22 (34.92%)	27 (42.86%)

Part B – 2025 Calendar Year Results By Years of Operation – Personnel Businesses

In this Part B, we provide below, for calendar year 2025, the Gross Revenue, Hours Billed, Gross Profits, and Gross Margins for all 63 Franchised Offices that operated during the entire 2025 calendar year. We

grouped Franchised Offices based on the number of years in operation, as follows: 1-3 years (7 Franchised Offices), 3-5 years (14 Franchised Offices) and 5+ years (42 Franchised Offices).

Gross Revenue of Franchised Offices by Years of Operation

Results for 2025 Calendar Year Gross Revenue by Office Years of Operation					
Years of Operation	Average	High	Median	Low	Offices Exceeding Average
1-3 Years (7 Offices)	\$1,448,154	\$2,576,426	\$1,449,656	\$271,582	4 (57.1%)
3-5 Years (14 Offices)	\$1,813,407	\$4,327,537	\$1,470,434	\$346,901	5 (35.7%)
5+ Years (42 Offices)	\$4,641,309	\$47,159,739	\$2,497,286	\$228,830	12 (28.6%)

Hours Billed of Franchised Offices by Years of Operation

Results for 2025 Calendar Year Hours Billed by Office Years of Operation					
Years of Operation	Average	High	Median	Low	Offices Exceeding Average
1-3 Years (7 Offices)	51,517	102,612	47,590	4,748	3 (42.9%)
3-5 Years (14 Offices)	65,834	177,457	43,725	13,462	6 (42.9%)
5+ Years (42 Offices)	184,891	2,105,257	87,032	10,064	10 (23.8%)

Gross Profit of Franchised Offices by Years of Operation

Results for 2025 Calendar Year Gross Profit by Office Years of Operation					
Years of Operation	Average	High	Median	Low	Offices Exceeding Average
1-3 Years (7 Offices)	\$334,699	\$558,272	\$309,855	\$145,006	3 (42.9%)
3-5 Years (14 Offices)	\$342,242	\$948,340	\$314,914	\$65,529	5 (35.7%)
5+ Years (42 Offices)	\$790,733	\$5,982,340	\$547,625	\$35,885	15 (35.7%)

Gross Margin of Franchised Offices by Years of Operation

Results for 2025 Calendar Year Gross Margin by Office Years of Operation					
Years of Operation	Average	High	Median	Low	Offices Exceeding Average
1-3 Years	27.94%	53.39%	27.76%	17.23%	2 (28.6%)

Results for 2025 Calendar Year Gross Margin by Office Years of Operation					
Years of Operation	Average	High	Median	Low	Offices Exceeding Average
(7 Offices)					
3-5 Years (14 Offices)	19.94%	29.22%	19.81%	10.57%	7 (50%)
5+ Years (42 Offices)	20.01%	38.63%	19.54%	10.78%	20 (47.6%)

Notes

Note (1) – The term “Gross Revenue” as used in this Item 19 means all revenue or consideration that a franchisee receives, directly or indirectly, from operating its Office, whether from cash, check, credit and debit card, barter exchange, trade credit, or other credit transactions. Gross Revenue includes the proceeds of any business interruption insurance or similar insurance. Gross Revenue does not include any federal, state, or municipal use or service taxes collected from customers and paid to the appropriate taxing authority. The term “Gross Revenue” as used in this Item 19 has the same meaning as in your Franchise Agreement.

Note (2) – The term “Hours Billed” as used in this Item 19 means all hours billed for Assigned Temporary Workers placed on assignment by the Personnel Business during the 2025 calendar year.

Note (3) – The term “Gross Profits” as used in this Item 19 means an Office’s Gross Revenue, less its payroll expenses and taxes.

Note (4) – The term “Gross Margin” as used in this Item 19 means the Gross Profits of an Office as a percentage of its Gross Revenue.

Written substantiation for the financial performance representation will be made available to the prospective franchisee upon reasonable request. Information appearing in the tables about the franchised outlets comes from franchisee reports to us.

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

Other than the preceding financial performance representation, AtWork Franchise, Inc. 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 our Chief Executive Officer, John D. Hall, Jr., at 3215 W. John Sevier Highway, Knoxville, Tennessee 37920 and (865) 609-6911, the Federal Trade Commission, and the appropriate state regulatory agencies.

Item 20.
Outlets and Franchisee Information

THE FOLLOWING TABLES PERTAIN TO PERSONNEL BUSINESSES:

Table No. 1
Systemwide Outlet Summary
For Years 2023, 2024, 2025⁽¹⁾

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the End of the Year	Net Change
Franchised⁽²⁾	2023	80	81	+1
	2024	81	84	+3
	2025	84	83	-1
Company Owned⁽³⁾	2023	4	6	+2
	2024	6	6	0
	2025	6	7	+1
Total Outlets	2023	84	87	+3
	2024	87	90	+3
	2025	90	90	0

(1) The numbers in this table and elsewhere in this Item 20 are as of December 31.

(2) Franchised outlets in this Item 20 are measured by the number of offices operated by franchisees. As of December 31, 2025, there were 47 franchisees operating these 83 Personnel Business offices.

(3) The company-owned outlets are owned by our affiliate.

Table No. 2
Transfers of Outlets from Franchisees to New Owners (other than Franchisor)
For Years 2023, 2024, 2025

State	Year	Number of Transfers
MO	2023	1
	2024	0
	2025	0
NC	2023	1
	2024	0
	2025	0
TOTAL	2023	2
	2024	0
	2025	0