

		they directly or indirectly induce any such person to leave his employment as aforesaid; or (b) divert or attempt to divert any business of, or any clients of the Franchised Business to any other competitive establishment, by direct or indirect inducement or otherwise.
r. Non-competition covenants after the franchise is terminated or expires	19.3	For a period of two (2) years thereafter Franchisee and the Principal shall not: (a) attempt to obtain any unfair advantage over any other Franchisee, Franchisor or any Affiliate thereof by soliciting for employment any person who is, at the time of such solicitation, employed by such other franchise, Franchisor or such Affiliate, nor shall they directly or indirectly induce any such person to leave his employment as aforesaid; or (b) divert or attempt to divert any business of, or any clients of the Franchised Business to any other competitive establishment, by direct or indirect inducement or otherwise.
s. Modification of the agreement	20.2	Except as expressly provided in this Agreement, no amendment or waiver of this Agreement shall be binding unless executed in writing by the party to be bound thereby.
t. Integration/ merger clause	1.7	Any representations or promises outside of the Franchise disclosure Document and other agreements may not be enforceable.
u. Dispute resolution by arbitration or mediation	1.6	Except for claims arising from Franchisee's nonpayment or underpayment, claims arising under Section 20.6, or claims related to Franchisee's unauthorized use of the Marks, all disputes are subject to mandatory mediation before a claim or demand for arbitration may be made. All claims are subject to mandatory binding arbitration.
v. Choice of forum	1.6(c)	Subject to applicable state law, Ontario, Canada
w. Choice of law	1.5	Subject to applicable state law, the Franchise Agreement will be interpreted, governed, and enforced solely in accordance with the laws of the state in which the Franchised Business is operated

ITEM 18:PUBLIC FIGURES

No public figures promote, manage, or have invested in Franchisor.

ITEM 19: FINANCIAL PERFORMANCE REPRESENTATIONS, EARNING CLAIMS AND OPERATING COSTS

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.

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 Kyle Nishizaki 613.470.0707, the Federal Trade Commission, and the appropriate state regulatory agencies.

**ITEM 20:
OUTLETS AND FRANCHISE 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
Franchisee	2022	7	18	+11
	2023	18	21	+3
	2024	21	22	+1
Company-Owned	2022	5	5	0
	2023	5	5	0
	2024	5	5	0
Total Outlets	2022	12	23	+11
	2023	23	26	+3
	2024	26	27	+1

***This table includes franchised and company owned outlets that are open and operating in Canada. Contact information for Canadian franchisees is included in Exhibit C.**

**Table No. 2
Transfers of Outlets From Centers to New Owners
(Other than the Franchisor)
For Years 2022 to 2024**

State(s)	Year	Number of Transfers
Canada	2022	0
	2023	0
	2024	0
All States	2022	0
	2023	0
	2024	0
Total	2022	0
	2023	0
	2024	0