

Provision	Section in Franchise Agreement	Summary
q. Non-competition covenants during the term of the franchise	15.2	No involvement in competing business, can't divert customers to competitor or do anything that impairs goodwill associated with our system (subject to state law), can't encroach on other franchisees' territory.
r. Non-competition covenants after the franchise is terminated or expires	15.3	No involvement in competing business for 2 years in or within 15 miles of any franchisee's territory, and no solicitation of customers and shared referral sources of the franchised business for 2 years (subject to state law)
s. Modification of the agreement	9.3 and 18.1	Modification only by written agreement, but we may modify operations manual so long as it does not change your fundamental status and rights.
t. Integration/merger clause	18.1	Only the terms of the franchise agreement are binding (subject to state law). Any representations or promises made outside the disclosure document and franchise agreement may not be enforceable, subject to state law.
u. Dispute resolution by arbitration or mediation	16.1 – 16.3	Except for certain claims, all disputes must be arbitrated in Hamilton County, Ohio (subject to state law); claims may not be consolidated with claims of other franchisees; parties waive right to jury trial and punitive damages; except for certain claims, all claims must be brought within 1 year, subject to state law.
v. Choice of forum	16.7	Except for claims arising under a franchise law of the state where the franchised business is located, all litigation or arbitration must be in Hamilton County, Ohio, subject to state law.
w. Choice of law	18.3	Except for claims arising under a franchise law of the state where the franchised business is located, Ohio law applies, subject to state law.

¹ This provision may not be enforceable under federal bankruptcy law.

ITEM 18. PUBLIC FIGURES

We do not use any public figure to promote our franchises.

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 performance at a particular location or under particular circumstances.

Presented below are historic Gross Revenue figures for certain franchised TruBlue business outlets for the one-year period ending December 31, 2024. The data presented is by quartile and then cumulatively. Only data from initial franchise units that were open for at least one year as of December 31, 2024 under continuous ownership, who operated on a full time basis with a handyman on staff, and who reported Gross Revenue from January 1, 2024 through December 31, 2024 are included. There were 104 TruBlue franchises in operation as of December 31, 2024.

Of those, 19 franchises are excluded from the below table because they opened in 2024 and so were not open for at least one year. Forty-four initial franchise units were open for at least one year under continuous ownership, were operated on a full time basis with a handyman on staff and reported Gross Revenue each month from January 1, 2024 through December 31, 2024.

GROSS REVENUES BY QUARTILE

First Quartile of Franchisees	Year Ending 12/31/24
High Range of Gross Revenues	\$1,502,986
Low Range of Gross Revenues	\$408,262
Average Gross Revenues	\$719,209
Median Range of Gross Revenues	\$701,867
Percentage of franchisees that attained or surpassed Average Gross Revenue	46%
# of Franchises	11

Second Quartile of Franchisees	Year Ending 12/31/24
High Range of Gross Revenues	\$395,212
Low Range of Gross Revenues	\$317,656
Average Gross Revenues	\$347,992
Median Range of Gross Revenues	\$337,986
Percentage of franchisees that attained or surpassed Average Gross Revenue	46%
# of Franchises	11

Third Quartile of Franchisees	Year Ending 12/31/24
High Range of Gross Revenues	\$311,311
Low Range of Gross Revenues	\$203,214
Average Gross Revenues	\$271,110
Median Range of Gross Revenues	\$269,597

Percentage of franchisees that attained or surpassed Average Gross Revenue	46%
# of Franchises	11

Fourth Quartile of Franchisees	Year Ending 12/31/24
High Range of Gross Revenues	\$189,281
Low Range of Gross Revenues	\$51,123
Average Gross Revenues	\$138,742
Median Range of Gross Revenues	\$138,039
Percentage of franchisees that attained or surpassed Average Gross Revenue	46%
# of Franchises	11

Cumulative Franchisees	Year Ending 12/31/24
High Range of Gross Revenues	\$1,502,986
Low Range of Gross Revenues	\$51,123
Average Gross Revenues	\$369,264
Median Range of Gross Revenues	\$314,484
Percentage of franchisees that attained or surpassed Average Gross Revenue	30%
# of Franchises	44

The preceding data has been extracted from financial reports submitted by our franchisees.

For purposes of this Item 19, "Gross Revenue" means the total of all income arising from the operation of the franchised business, whether cash or credit. It is recognized on an accrual basis and regardless of collection, which means that a franchisee's Gross Revenue for any period represents how much a franchisee billed its clients during the period, not how much the franchisee received. Gross Revenue does not include the amount of refunds and discounts made to clients, or the amount of sales or excise taxes that are separately stated and that the franchisee is required to and does collect from clients and pays to the appropriate taxing authority.

The Gross Revenue figures do not reflect the costs of sales, other operating expenses, or other costs or expenses that must be deducted from Gross Revenue to obtain your net income or profit.

Those expenses include fees you are required to pay us under the terms of your franchise agreement, such as royalties and national branding contributions.

We strongly suggest that you consult a financial advisor or accountant for assistance in reviewing the table and in preparing your own financial projections, and for advice about the income and other taxes you will incur in operating a TruBlue franchise and the effect of non-cash expenses such as depreciation and amortization on your business.

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

Written substantiation for the financial performance representation will be made available to you upon 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 Jeffrey D. Siehl, General Counsel, 4755 Lake Forest Drive, Suite 100, Cincinnati, Ohio 45242, (513) 999-9893, 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 through 2024²

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the End of the Year	Net Change
Franchised Outlets	2022	71	84	+13
	2023	84	94	+10
	2024	94	104	+10
Company-Owned	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Total Outlets	2022	71	84	+13
	2023	84	94	+10
	2024	94	104	+10

² All numbers are for December 31 of each year.