

Provision	Section in Franchise Agreement	Summary of Franchise Provision
r. Non-competition covenants after the franchise is terminated or expires	17.E	You, your owners, affiliates, and family members may not engage in a Competitive Business for 24 months within your Protected Territory or within 25 miles of another AtWork franchisee's protected territory.
s. Modification of the agreement	3.C, 11.D, 19.M, 19.N	No modifications except with the prior written consent of both you and us, except that we are permitted to amend the Marks at any time. We are permitted to amend the Manuals at any time, and you are required to comply with the Manuals as amended.
t. Integration/merger clause	19.N	Only the terms of the Franchise Agreement and other related written agreements are binding (subject to state law). Any representations or promises outside this disclosure document and Franchise Agreement may not be enforceable.
u. Dispute resolution by arbitration or mediation	19.E	We and you must arbitrate all disputes at a location in or within 50 miles of our current principal place of business (currently, Knoxville, Tennessee) (subject to state law).
v. Choice of forum	19.H	Subject to arbitration requirement, litigation generally must be in courts in or within 50 miles of our current principal place of business (currently, Knoxville, Tennessee) (subject to state law)
w. Choice of law	19.G	Except for Federal Arbitration Act and other federal law, Tennessee law governs (subject to state law).

Applicable state law may require additional disclosures related to the information in this disclosure document. These additional disclosures appear in Exhibit F.

#### Item 18.

##### Public Figures

We do not currently use any public figure to promote our franchise system, but we may do so in the future.

#### 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, 2024, there were 42 franchisees operating 84 Offices. These 84 Offices do not include 5 franchised offices that permanently closed during the 2024 calendar year. Of these 84 Offices, we have excluded (i) 8 Offices that opened during the 2024 calendar year and did not operate for the entire 2024 calendar year, and (ii) 5 Offices that operate as satellite offices offering limited services focused on in-person recruiting. The remaining 71 of the 84 franchised Offices operated as standard Offices during the entire 2024 calendar year. As of December 31, 2024, there were 6 affiliate-owned Offices that operated for the entirety of the 2024 calendar year. In this Item 19, we provide below, for calendar year 2024, the following statistics for the 71 franchised Offices and 6 affiliate-owned Offices: (1) Gross Revenue; (2) Hours Billed; (3) Gross Profits; and (4) Gross Margins.

#### Part A -- 2024 Calendar Year Results

In this Part A, we provide below, for calendar year 2024, the Gross Revenue, Hours Billed, Gross Profits, and Gross Margins for all 77 franchised and affiliate-owned Offices, the 71 franchised Offices, and the 6 affiliate-owned Offices.

Results for 2024 Calendar Year – 77 Franchised and Affiliate-Owned Offices				
	Gross Revenue (Note 1)	Hours Billed (Note 2)	Gross Profits (Note 3)	Gross Margin (Note 4)
Average	\$3,564,139	144,526	\$604,397	19.83%
High	\$42,401,108	1,852,727	\$5,493,838	41.48%
Median	\$1,752,891	70,452	\$355,059	19.89%
Low	\$269,021	8,695	\$56,220	6.78%
Offices Exceeding Average	18 (23.38%)	18 (23.38%)	23 (29.87%)	39 (50.65%)

Results for 2024 Calendar Year – 71 Franchised Offices				
	Gross Revenue (Note 1)	Hours Billed (Note 2)	Gross Profits (Note 3)	Gross Margin (Note 4)
Average	\$3,498,601	141,662	\$604,309	20.33 %
High	\$42,401,108	1,852,727	\$5,493,838	41.48%
Median	\$1,545,405	60,652	\$346,464	20.37%
Low	\$269,021	8,695	\$56,220	8.53%
Offices Exceeding Average	15 (21.13%)	15 (21.13%)	20 (28.17%)	36 (50.70%)

Results for 2024 Calendar Year – 6 Affiliate-Owned Offices				
	Gross Revenue (Note 1)	Hours Billed (Note 2)	Gross Profits (Note 3)	Gross Margin (Note 4)
Average	\$4,339,668	178,425	\$605,430	13.88%
High	\$9,068,227	375,761	\$1,227,131.78	18.29%
Median	\$3,322,846	139,063	\$511,461.67	14.46%
Low	\$768,640	32,108	\$100,487.08	6.78%
Offices Exceeding Average	2 (33%)	2 (33%)	3 (50%)	4 (66%)

#### Part B – 2024 Calendar Year Results By Years of Operation

In this Part B, we provide below, for calendar year 2024, the Gross Revenue, Hours Billed, Gross Profits, and Gross Margins for all 71 franchised Offices that operated during the entire 2024 calendar year. We grouped Offices based on the number of years in operation, as follows: 1-5 years (23 Offices) and 5+ years (48 Offices).

#### Gross Revenue of Franchised Offices by Years of Operation

Results for 2024 Calendar Year Gross Revenue by Office Years of Operation					
Years of Operation	Average	High	Median	Low	Offices Exceeding Average
1-5 Years (23 Offices)	\$1,399,588	\$4,705,674	\$954,886	\$269,021	8 (34.78%)
5+ Years (48 Offices)	\$4,504,379	\$42,401,108	\$1,998,777	\$297,949	13 (27.08%)

#### Hours Billed of Franchised Offices by Years of Operation

Results for 2024 Calendar Year Hours Billed by Office Years of Operation					
Years of Operation	Average	High	Median	Low	Offices Exceeding Average
1-5 Years (23 Offices)	52,541	158,748	40,591	11,151	7 (30.43%)
5+ Years (48 Offices)	184,365	1,852,727	82,418	8,695	12 (25%)

Gross Profit of Franchised Offices by Years of Operation

Results for 2024 Calendar Year Gross Profit by Office Years of Operation					
Years of Operation	Average	High	Median	Low	Offices Exceeding Average
1-5 Years (23 Offices)	\$266,695	\$927,958	\$199,434	\$56,220	8 (34.78%)
5+ Years (48 Offices)	\$766,083	\$5,493,838	\$435,391	\$71,561	15 (31.25%)

Gross Margin of Franchised Offices by Years of Operation

Results for 2024 Calendar Year Gross Margin by Office Years of Operation					
Years of Operation	Average	High	Median	Low	Offices Exceeding Average
1-5 Years (23 Offices)	19.96%	29.62%	20.23%	10.28%	12 (52.17%)
5+ Years (48 Offices)	20.50%	41.48%	20.47%	8.53%	24 (50%)

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 Services Business during the 2024 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 Federal Trade Commission, and the appropriate state regulatory agencies.

Item 20.

Outlets and Franchisee Information

Table No. 1  
Systemwide Outlet Summary  
For Years 2022, 2023, 2024<sup>(1)</sup>

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the End of the Year	Net Change
Franchised <sup>(2)</sup>	2022	71	80	+9
	2023	80	81	+1
	2024	81	84	+3
Company Owned <sup>(3)</sup>	2022	2	4	+2
	2023	4	6	+2
	2024	6	6	0
Total Outlets	2022	73	84	+11
	2023	84	87	+3
	2024	87	90	+3

(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, 2024, there were 42 franchisees operating these 84 offices.

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