

Please refer to state-specific addenda in Exhibit N for any changes or additional provisions that apply in your state. These and other states may have court decisions which may supersede the Franchise Agreement in your relationship with us, including the areas of termination and renewal of your franchise.

ITEM 18: PUBLIC FIGURES

We do not use any public figures to promote our franchise.

ITEM 19: FINANCIAL PERFORMANCE REPRESENTATIONS

The FTC's Franchise Rule permits a franchisor to provide information about the actual or potential 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.

Below we present certain historical financial information for Linc Service businesses. The explanatory notes following the table are an important part of the information presented.

Statement of Average Gross Profit by Activity Type and by Revenue Tier

Table 1 provides Average Revenue and Average Cost of Sales information for Fiscal Year 2023 (i.e., the period from November 1, 2022 through October 31, 2023) for 75 Linc Service franchises which were in operation in the U.S. and certain foreign countries for the entire 12-month period. FY 2023 was the most current financial data available to us as of the time we prepared this Disclosure Document. FY 2024 financial data for our Linc franchisees was not yet available at that time. Some franchisees use a fiscal year based on the calendar year, and we do not receive their financial data until sometime in the following calendar year. For franchisees using a calendar fiscal year, we draw data from portions of two consecutive fiscal years corresponding to the period of our fiscal year, which ends on October 31. Based on the FY 2024 data available to us at the time we prepared this Disclosure Document and on the historical financial performance of the Linc franchise system, we have no reason to believe that the Fiscal Year 2023 data in Table 1 does not fairly represent recent performance of Linc franchises.

Table 1 excludes the results of the following 26 domestic Linc Service franchises that were in operation during FY 2023:

- 12 franchises that terminated in FY 2023; and
- 14 franchises that did not provide us with their financial statements or equivalent data for FY 2023.

Based on the data available to us at the time we prepared this Disclosure Document, the results of the excluded Linc Service franchises would not have a material adverse effect on the averages included in Table 1.

Table 1 divides the 75 Linc Service franchises into four categories based on ranges of revenue for FY 2023. The categories are: Linc Service franchises with revenue of \$0.0 million to \$3.0 million (11 businesses); Linc Service franchises with revenue of \$3.0 million to \$5.0 million (12 businesses); Linc Service franchises with

revenue of \$5.0 million to \$7.0 million (13 businesses); and Linc Service franchises with revenue over \$7.0 million (39 businesses). The Table also includes a column combining the data for all 75 Linc Service franchises included.

For each group of Linc Service franchises, the Table breaks out Average Revenue and Average Cost of Sales for four specific types of services: Guaranteed Professional Maintenance Agreements (GPM), Customized Professional Maintenance Agreements (CPM), Service Projects (PROJECT), and Repairs and Emergency Service on Time and Materials Basis (SPOT). The Table also includes a row combining the data for all four types of services.

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Table 1

Gross Profit Statement - Linc Business Fiscal Year 2023								
Locations Included	75	11	12	13	39			
GPM	All LSC Avg.	% of Revenue	% of Revenue	% of Revenue	% of Revenue	% of Revenue		% of Revenue
REVENUE	1,863,293		278,287	775,559	1,261,541	2,845,617		
Equipment	265,974	14.3%	37,340	13.4%	97,133	14.6%	409,771	14.4%
Labor&Fringe	432,196	23.2%	62,252	22.4%	188,443	24.3%	342,454	22.5%
Living Expense	1,469	0.1%	8	0.0%	1,286	0.2%	0	0.0%
Vehicle Expenses	88,572	4.8%	13,885	5.0%	33,422	4.3%	68,451	4.7%
Subcontract	61,925	3.3%	6,982	2.5%	9,602	1.2%	28,869	2.3%
Use Tax	19	0.0%	67	0.0%	60	0.0%	0	0.0%
Burden	320,844	17.2%	44,943	16.1%	109,530	14.1%	258,331	20.5%
TOTAL COST OF SALES	1,170,998	62.8%	165,478	59.5%	439,477	56.7%	881,998	69.9%
GROSS PROFIT	692,295	37.2%	112,810	40.5%	336,082	43.3%	379,542	30.1%
CPM	All LSC Avg.	% of Revenue	% of Revenue	% of Revenue	% of Revenue	% of Revenue		% of Revenue
REVENUE	1,501,935		332,946	577,130	727,098	2,374,484		
Equipment	90,539	6.0%	21,894	6.6%	41,789	7.2%	61,737	5.7%
Labor&Fringe	366,022	24.4%	80,263	24.1%	149,656	25.9%	178,511	24.2%
Living Expense	4,610	0.3%	972	0.3%	69	0.0%	27	0.0%
Vehicle Expenses	53,769	3.6%	18,280	5.5%	23,677	4.1%	31,521	4.3%
Subcontract	178,135	11.9%	6,306	1.9%	1,566	0.3%	12,180	1.7%
Use Tax	21	0.0%	0	0.0%	134	0.0%	0	0.0%
Burden	250,762	16.7%	56,098	16.8%	85,152	14.8%	126,779	17.4%
TOTAL COST OF SALES	943,858	62.8%	183,813	55.2%	302,044	52.3%	410,756	56.5%
GROSS PROFIT	558,077	37.2%	149,133	44.8%	275,087	47.7%	316,342	43.5%
PROJECT	All LSC Avg.	% of Revenue	% of Revenue	% of Revenue	% of Revenue	% of Revenue		% of Revenue
REVENUE	4,681,456		621,582	1,567,390	2,085,080	7,650,181		
Equipment	1,015,701	21.7%	228,609	36.8%	549,665	35.1%	662,748	31.8%
Labor&Fringe	270,217	5.8%	61,897	10.0%	156,168	10.0%	193,364	9.3%
Living Expense	40,961	0.9%	3,832	0.6%	936	0.1%	6,489	0.3%
Vehicle Expenses	43,261	0.9%	9,874	1.6%	22,753	1.5%	27,815	1.3%
Subcontract	1,618,194	34.6%	63,467	10.2%	85,027	5.4%	255,008	12.2%
Use Tax	62,041	1.3%	0	0.0%	54	0.0%	14,671	0.7%
Burden	180,012	3.8%	39,849	6.4%	86,450	5.5%	137,972	6.6%
TOTAL COST OF SALES	3,230,367	69.0%	407,528	65.6%	901,053	57.5%	1,298,067	62.3%
GROSS PROFIT	1,451,068	31.0%	214,054	34.4%	666,337	42.5%	787,013	37.7%
SPOT	All LSC Avg.	% of Revenue	% of Revenue	% of Revenue	% of Revenue	% of Revenue		% of Revenue
REVENUE	1,466,360		346,044	704,953	1,141,586	2,124,921		
Equipment	309,071	21.1%	63,961	18.5%	117,773	16.7%	263,627	23.1%
Labor&Fringe	302,526	20.6%	77,027	22.3%	173,110	24.6%	231,168	20.2%
Living Expense	1,698	0.1%	641	0.2%	245	0.0%	208	0.0%
Vehicle Expenses	62,771	4.3%	18,362	5.3%	31,447	4.5%	43,215	3.8%
Subcontract	69,347	4.7%	5,786	1.7%	8,827	1.3%	37,866	3.3%
Use Tax	3	0.0%	0	0.0%	20	0.0%	0	0.0%
Burden	189,778	12.9%	49,383	14.3%	94,048	13.3%	148,561	13.0%
TOTAL COST OF SALES	935,192	63.8%	215,159	62.2%	425,471	60.4%	724,646	63.5%
GROSS PROFIT	531,188	36.2%	130,885	37.8%	279,483	39.6%	416,940	36.5%
TOTAL	All LSC Avg.	% of Revenue	% of Revenue	% of Revenue	% of Revenue	% of Revenue		% of Revenue
REVENUE	9,513,063		1,578,860	3,625,032	5,215,305	14,995,203		
Equipment	1,681,284	17.7%	351,804	22.3%	806,361	22.2%	1,172,007	22.5%
Labor&Fringe	1,370,961	14.4%	281,439	17.8%	667,378	18.4%	945,497	18.1%
Living Expense	48,737	0.5%	5,454	0.3%	2,537	0.1%	6,725	0.1%
Vehicle Expenses	248,373	2.6%	60,402	3.8%	111,299	3.1%	171,002	3.3%
Subcontract	1,927,601	20.3%	82,542	5.2%	105,022	2.9%	333,923	6.4%
Use Tax	62,085	0.7%	67	0.0%	268	0.0%	14,671	0.3%
Burden	941,395	9.9%	190,272	12.1%	375,180	10.3%	671,643	12.9%
TOTAL COST OF SALES	6,280,436	66.0%	971,978	61.6%	2,068,044	57.0%	3,315,468	63.6%
GROSS PROFIT	3,232,628	34.0%	606,882	38.4%	1,556,988	43.0%	1,899,837	36.4%

Notes to Table:

1. “Gross Profit” is defined as Revenue minus Total Cost of Sales. “Total Cost of Sales” is defined as Cost of Sales (i.e., all costs directly related to completing the job), plus Burden. “Burden” is a cost allocation per labor hour derived by calculating the total annual costs for all cost categories that are not directly related to completing the job and dividing by the total annual labor hours worked.
2. “Equipment” includes materials used in completing the job.
3. “Vehicle Expense” is defined as total annual vehicle costs, derived by multiplying an allocation per mile by total annual miles driven by vehicle fleet.
4. Of the 75 Linc Service businesses in Table 1, 37, or 49.3%, surpassed the Average Gross Profit for GPM services; 40, or 53.3%, surpassed the Average Gross Profit for CPM services; 42, or 56%, surpassed the Average Gross Profit for PROJECT services; 42, or 56%, surpassed the Average Gross Profit for SPOT services; and 43, or 57.3%, surpassed the Average Gross Profit for all services.
5. Of the 11 Linc Service businesses in the \$0-3M million revenue range, 3, or 27.3%, surpassed the Average Gross Profit for GPM services for that group; 7, or 63.6%, surpassed the Average Gross Profit for CPM services for that group; 6, or 54.5%, surpassed the Average Gross Profit for PROJECT services for that group; 5, or 45.5%, surpassed the Average Gross Profit for SPOT services for that group; and 6, or 54.5%, surpassed the Average Gross Profit for all services for that group.
6. Of the 12 Linc Service businesses in the \$3-5M million revenue range, 6, or 50.0%, surpassed the Average Gross Profit for GPM services for that group; 6, or 50.0%, surpassed the Average Gross Profit for CPM services for that group; 6, or 50.0%, surpassed the Average Gross Profit for PROJECT services for that group; 7, or 58.3%, surpassed the Average Gross Profit for SPOT services for that group; and 6, or 50.0%, surpassed the Average Gross Profit for all services for that group.
7. Of the 13 Linc Service businesses in the \$5-7M million revenue range, 7, or 53.8%, surpassed the Average Gross Profit for GPM services for that group; 6, or 46.2%, surpassed the Average Gross Profit for CPM services for that group; 7, or 53.8%, surpassed the Average Gross Profit for PROJECT services for that group; 8, or 61.5%, surpassed the Average Gross Profit for SPOT services for that group; and 7, or 53.8%, surpassed the Average Gross Profit for all services for that group.
8. Of the 39 Linc Service businesses in the > \$7M million revenue range, 23, or 59.0%, surpassed the Average Gross Profit for GPM services for that group; 23, or 59.0%, surpassed the Average Gross Profit for CPM services for that group; 21, or 53.8%, surpassed the Average Gross Profit for PROJECT services for that group; 22, or 56.4%, surpassed the Average Gross Profit for SPOT services for that group; and 22, or 56.4%, surpassed the Average Gross Profit for all services for that group.

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The 75 Linc Service franchises included in Table 1 are located in 29 states (68 franchises), 3 provinces of Canada (4 franchises), Mexico (1 franchise), Grand Cayman (1 franchise) and Bermuda (1 franchise). They include 56 franchises held by independent third parties and 19 franchises held by affiliates of the franchisor.

The 75 Linc Service businesses in Table 1 had been in operation for an approximate average of 25.42 years as of the end of FY 2023.

The information in Table 1 represents Gross Profit and does not reflect any costs or expenses other than the Total Cost of Sales, as defined. You will have other overhead and operating expenses that must be deducted from Gross Profit in order to determine net income or profit of the Franchised Business.

The financial performance representations in Table 1 are historical representations. We obtained the data for Table 1 directly from our franchisees. Neither the raw data nor the figures in Table 1 have been audited. Some adjustments were necessary to eliminate minor discrepancies related to different financial reporting calendars used by our franchisees.

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

Written substantiation for the financial performance representation will be made available to the prospective franchisee upon reasonable request. We strongly encourage you to consult a financial advisor or an accountant to help you determine how to interpret the information contained in this Item. Except as specifically set forth herein, 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 ABM Franchising Group, LLC, at 501 Technology Drive, Suite 3000, Canonsburg, Pennsylvania 15317 Attention: Martin Keyser, Senior Vice President, Franchise Operations, and (724) 873-2940, the Federal Trade Commission, and the appropriate state regulatory agencies.

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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	101	101	0
	2023	101	89	-12
	2024	89	78	-11
Company-Owned**	2022	32	32	0
	2023	32	32	0
	2024	32	32	0
Total Outlets	2022	133	133	0
	2023	133	121	-12
	2024	121	110	-11

* Based on fiscal year beginning November 1 and ending October 31.

** “Company-Owned” refers to the outlets operated by affiliates of ABM Franchising Group, LLC.

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
Michigan	2022	1
	2023	0
	2024	0
All Other States	2022	0
	2023	0
	2024	0
Total	2022	1
	2023	0
	2024	0