

Provision	Section in Franchise Agreement	Summary
		from the Marks and return the Operations Manual and other confidential materials provided to you by us. You may not divert any business from us or seek to employ any of our employees or franchisees. You must also cancel or transfer all telephone numbers and directory listings to us. Subject to applicable state law.
s. Modification of the agreement	Section 20.3	Changes to the Franchise Agreement must be made in writing and agreed to by both parties.
t. Integration/merger clause	Section 20.13	Only the terms of the Franchise Agreement are binding (subject to state law). Nothing in the Agreement or in any related agreement is intended to disclaim the representations we made in the Franchise Disclosure Document. Any representations or promises outside the Franchise Disclosure Document and Franchise Agreement may not be enforceable.
u. Dispute resolution by arbitration or mediation	Article 19	Subject to federal and your state’s law, all disputes, except as explicitly listed in the Franchise Agreement, must first be submitted to non-binding mediation in accordance with the commercial mediation rules of the American Arbitration Association (“AAA”). If the mediation is not successful, then the dispute must be submitted to arbitration before the AAA.
v. Choice of forum	Section 19.10	Subject to applicable state law, any litigation must be pursued in courts located in Las Vegas, Nevada. See any state-specific addendum attached in Exhibit F.
w. Choice of law	Section 19.1	Federal trademark law, and other federal laws govern where applicable. The laws of your state will apply to interpret your covenants not to compete with us and to not use our confidential information. Otherwise, Nevada law applies, except where individual state laws supersede, as reflected in any state-specific attachment to the Franchise Agreement, subject to applicable state law.

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 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.

The financial information provided in the following tables represents the actual range of performance of our franchise-owned Placement Agencies for the periods specified in the tables below. We obtained the data in this Item 19 from the Gross Sales numbers reported to us by franchisees through the Computer

System. The numbers have not been audited, but we have no reason to doubt their accuracy. Written substantiation for the financial performance representation will be made available to prospective franchisees upon reasonable request.

The tables below include a total of 55 Placement Agencies, consisting of 14 Placement Agencies operating with multiple Marketing Areas and 41 Placement Agencies operating with a single Marketing Area, that met the criteria described below. Placement Agencies reflected in Item 20 that ceased operations during 2025, converted to affiliate status during the year, or otherwise did not meet these criteria are excluded from this Item 19.

The data presented below reflects Placement Agencies that had been marketing their franchise for more than six months and that were operated on a full-time basis during 2025 by the franchisee or by a full-time manager. Placement Agencies operated on a part-time basis (a total of 6 Placement Agencies) are excluded because we no longer accept franchisees who do not intend to devote full-time efforts to operating the Placement Agency or to employ a full-time manager. As a result, we believe that excluding part-time operations provides more meaningful historical financial performance information for purposes of this Item 19. While the Placement Agencies included below may differ in factors such as tenure or Marketing Area configuration, we do not believe these differences materially limit the usefulness of this information to a prospective franchisee.

Annual Gross Sales of Franchised Placement Agencies With Multiple Marketing Areas*
Calendar Year 2025 (Total of 14 Placement Agencies)

No. Months Since Beginning Marketing	Percentage and Number of Franchisees [±]	Gross Sales Range	Average Gross Sales	Percentage at/or Exceeding Average	Median Gross Sales	Percentage at/or Exceeding Median
54+ months	50.00% (7)	\$156,426 - \$1,299,671	\$602,725	42.9% (3 of 7)	\$483,084	57.2% (4 of 7)
43-54 months	0	N/A	N/A	N/A	N/A	N/A
31-42 months	7.14% (1)	\$88,310	\$88,310	100.0% (1 of 1)	\$88,310	100.00% (1 of 1)
19-30 months	21.43% (3)	\$16,094 - \$307,501	\$121,164	50.0% (1 of 3)	\$39,896	50.00 % (1 of 3)
6-18 months	21.43% (3)	\$7,857- \$50,541	\$22,417	50% (1 of 3)	\$8,852	50% (1 of 3)

*Prior to 2024, our franchise structure involved offering "Multi-Unit" franchises. In this structure, each "territory" (now referred to as a "Marketing Area") was granted through a separate franchise agreement. Each Placement Agency listed above was structured this way. Functionally, these "Multi-Unit" franchises are similar to a single franchise with multiple Marketing Areas. Starting in 2024, we began offering multiple Marketing Areas within a single franchise agreement. Collectively, these Marketing Areas are referred to as a "Territory." Therefore, what we previously called a "territory" is now known as a "Marketing Area."

[±] Two Placement Agencies located in Ohio included in this table became affiliated with us effective July 1, 2025 due solely to a change in ownership structure at the franchisor level. These Placement Agencies were operated by the same owner throughout 2025 and continued during the entire period covered by this table to