

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 2024 (i.e., the period from November 1, 2023 through October 31, 2024) for 76 Linc Service franchises which were in operation in the U.S. and certain foreign countries for the entire 12-month period. FY 2024 was the most current financial data available to us as of the time we prepared this Disclosure Document. FY 2025 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 2025 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 2024 data in Table 1 does not fairly represent recent performance of Linc franchises.

Table 1 excludes the results of the following 28 domestic Linc Service franchises that were in operation during FY 2024:

- 13 franchises that terminated in FY 2024; and
- 15 franchises that did not provide us with their financial statements or equivalent data for FY 2024.

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 76 Linc Service franchises into four categories based on ranges of revenue for FY 2024. The categories are: Linc Service franchises with revenue of \$0.0 million to \$3.0 million (14 businesses); Linc Service franchises with revenue of \$3.0 million to \$5.0 million (8 businesses); Linc Service franchises with

revenue of \$5.0 million to \$7.0 million (14 businesses); and Linc Service franchises with revenue over \$7.0 million (40 businesses). The Table also includes a column combining the data for all 76 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 2024

Locations Included		76	14	8	14	40					
		All LSC Avg	% of Revenue	0-3M Avg	% of Revenue	3-5M Avg	% of Revenue	5-7M Avg	% of Revenue	> 7M Avg	% of Revenue
GPM	REVENUE	1,894,396		344,833		564,139		1,151,754		2,962,720	
	Equipment	272,753	14.4%	52,092	15.1%	88,310	15.7%	155,653	13.5%	427,857	14.4%
	Labor & Fringe	434,688	22.9%	85,079	24.7%	140,717	24.9%	308,560	26.8%	659,990	22.3%
	Living Expense	1,688	0.1%	0	0.0%	36	0.0%	368	0.0%	3,071	0.1%
	Vehicle Expenses	94,960	5.0%	16,938	4.9%	35,579	6.3%	80,890	7.0%	139,068	4.7%
	Subcontract	68,654	3.6%	6,809	2.0%	8,077	1.4%	31,447	2.7%	115,437	3.9%
	Use Tax	6	0.0%	0	0.0%	61	0.0%	0	0.0%	0	0.0%
	Burden	328,588	17.3%	52,754	15.3%	103,722	18.4%	222,625	19.3%	507,190	17.1%
	TOTAL COST OF SALES	1,201,336	63.4%	213,673	62.0%	376,501	66.7%	799,543	69.4%	1,852,613	62.5%
	GROSS PROFIT	693,060	36.6%	131,160	38.0%	187,639	33.3%	352,210	30.6%	1,110,107	37.5%
	CPM	REVENUE	1,550,456		298,407		545,120		728,856		2,477,301
Equipment		89,673	5.8%	24,675	8.3%	39,546	7.3%	56,974	7.8%	133,892	5.4%
Labor & Fringe		380,983	24.6%	69,524	23.3%	137,571	25.2%	196,971	27.0%	603,081	24.3%
Living Expense		3,800	0.2%	68	0.0%	700	0.1%	150	0.0%	7,003	0.3%
Vehicle Expenses		56,244	3.6%	15,488	5.2%	26,479	4.9%	38,757	5.3%	82,583	3.3%
Subcontract		196,796	12.7%	2,438	0.8%	38,310	7.0%	11,633	1.6%	361,327	14.6%
Use Tax		19	0.0%	0	0.0%	185	0.0%	0	0.0%	0	0.0%
Burden		254,684	16.4%	51,618	17.3%	86,102	15.8%	127,418	17.5%	404,016	16.3%
TOTAL COST OF SALES		982,199	63.3%	163,811	54.9%	328,892	60.3%	431,903	59.3%	1,591,901	64.3%
GROSS PROFIT		568,256	36.7%	134,596	45.1%	216,228	39.7%	296,953	40.7%	885,399	35.7%
PROJECT		REVENUE	4,758,568		552,770		960,662		2,730,969		7,699,838
	Equipment	1,171,024	24.6%	206,782	37.4%	298,974	31.1%	891,035	32.6%	1,780,914	23.1%
	Labor & Fringe	289,745	6.1%	51,925	9.4%	98,461	10.2%	209,501	7.7%	439,325	5.7%
	Living Expense	36,840	0.8%	3,332	0.6%	-13,054	-1.4%	2,247	0.1%	70,655	0.9%
	Vehicle Expenses	48,412	1.0%	8,619	1.6%	14,371	1.5%	37,788	1.4%	72,866	0.9%
	Subcontract	1,637,844	34.4%	31,547	5.7%	184,523	19.2%	432,991	15.9%	2,912,410	37.8%
	Use Tax	28,370	0.6%	0	0.0%	36	0.0%	25,593	0.9%	44,938	0.6%
	Burden	190,426	4.0%	37,946	6.9%	63,678	6.6%	147,539	5.4%	284,154	3.7%
	TOTAL COST OF SALES	3,402,661	71.5%	340,152	61.5%	646,990	67.3%	1,746,694	64.0%	5,605,261	72.8%
	GROSS PROFIT	1,355,907	28.5%	212,619	38.5%	313,673	32.7%	984,275	36.0%	2,094,577	27.2%
	SPOT	REVENUE	1,550,340		290,457		839,709		1,008,658		2,323,013
Equipment		314,351	20.3%	46,595	16.0%	156,376	18.6%	206,450	20.5%	477,426	20.6%
Labor & Fringe		319,474	20.6%	59,222	20.4%	186,669	22.2%	202,823	20.1%	477,951	20.6%
Living Expense		2,515	0.2%	4,488	1.5%	446	0.1%	850	0.1%	2,821	0.1%
Vehicle Expenses		66,589	4.3%	15,768	5.4%	31,513	3.8%	44,743	4.4%	99,037	4.3%
Subcontract		86,033	5.5%	7,322	2.5%	52,351	6.2%	28,738	2.8%	140,371	6.0%
Use Tax		6	0.0%	0	0.0%	57	0.0%	0	0.0%	0	0.0%
Burden		204,222	13.2%	42,907	14.8%	103,913	12.4%	126,371	12.5%	307,992	13.3%
TOTAL COST OF SALES		993,190	64.1%	176,303	60.7%	531,325	63.3%	609,975	60.5%	1,505,599	64.8%
GROSS PROFIT		557,150	35.9%	114,155	39.3%	308,384	36.7%	398,683	39.5%	817,414	35.2%
TOTAL		REVENUE	9,753,760		1,486,467		2,909,631		5,620,236		15,462,872
	Equipment	1,847,800	18.9%	330,145	22.2%	583,206	20.0%	1,310,112	23.3%	2,820,089	18.2%
	Labor & Fringe	1,424,891	14.6%	265,750	17.9%	563,419	19.4%	917,855	16.3%	2,180,347	14.1%
	Living Expense	44,843	0.5%	7,888	0.5%	-11,873	-0.4%	3,615	0.1%	83,550	0.5%
	Vehicle Expenses	266,205	2.7%	56,814	3.8%	107,942	3.7%	202,177	3.6%	393,554	2.5%
	Subcontract	1,989,327	20.4%	48,117	3.2%	283,261	9.7%	504,809	9.0%	3,529,545	22.8%
	Use Tax	28,402	0.3%	0	0.0%	339	0.0%	25,593	0.5%	44,938	0.3%
	Burden	977,920	10.0%	185,225	12.5%	357,414	12.3%	623,953	11.1%	1,503,352	9.7%
	TOTAL COST OF SALES	6,579,386	67.5%	893,938	60.1%	1,883,707	64.7%	3,588,115	63.8%	10,555,375	68.3%
	GROSS PROFIT	3,174,374	32.5%	592,529	39.9%	1,025,924	35.3%	2,032,122	36.2%	4,907,497	31.7%

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 76 Linc Service businesses in Table 1, 43, or 56.6%, surpassed the Average Gross Profit for GPM services; 41, or 53.9%, surpassed the Average Gross Profit for CPM services; 45, or 59.2%, surpassed the Average Gross Profit for PROJECT services; 40, or 52.6%, surpassed the Average Gross Profit for SPOT services; and 46, or 60.5%, surpassed the Average Gross Profit for all services.
5. Of the 14 Linc Service businesses in the \$0-3M million revenue range, 6, or 42.9%, surpassed the Average Gross Profit for GPM services for that group; 6, or 42.9%, surpassed the Average Gross Profit for CPM services for that group; 9, or 64.3%, surpassed the Average Gross Profit for PROJECT services for that group; 8, or 57.1%, surpassed the Average Gross Profit for SPOT services for that group; and 7, or 50.0%, surpassed the Average Gross Profit for all services for that group.
6. Of the 8 Linc Service businesses in the \$3-5M million revenue range, 5, or 62.5%, surpassed the Average Gross Profit for GPM services for that group; 5, or 62.5%, surpassed the Average Gross Profit for CPM services for that group; 5, or 62.5%, surpassed the Average Gross Profit for PROJECT services for that group; 4, or 50.0%, surpassed the Average Gross Profit for SPOT services for that group; and 4, or 50.0%, surpassed the Average Gross Profit for all services for that group.
7. Of the 14 Linc Service businesses in the \$5-7M million revenue range, 7, or 50.0%, surpassed the Average Gross Profit for GPM services for that group; 8, or 57.1%, surpassed the Average Gross Profit for CPM services for that group; 8, or 57.1%, surpassed the Average Gross Profit for PROJECT services for that group; 7, or 50.0%, surpassed the Average Gross Profit for SPOT services for that group; and 10, or 71.4%, surpassed the Average Gross Profit for all services for that group.
8. Of the 40 Linc Service businesses in the > \$7M million revenue range, 25, or 62.5%, surpassed the Average Gross Profit for GPM services for that group; 22 or 55.0%, surpassed the Average Gross Profit for CPM services for that group; 22, or 55.0%, surpassed the Average Gross Profit for PROJECT services for that group; 21, or 52.5%, surpassed the Average Gross Profit for SPOT services for that group; and 23, or 57.5%, surpassed the Average Gross Profit for all services for that group.

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The 76 Linc Service franchises included in Table 1 are located in 28 states (68 franchises), 3 provinces of Canada (4 franchises), Mexico (1 franchise), Grand Cayman (1 franchise) and Bermuda (1 franchise). They include 57 franchises held by independent third parties and 19 franchises held by affiliates of the franchisor.

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 2023 to 2025***

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the End of the Year	Net Change
Franchised	2023	101	89	-12
	2024	89	78	-11
	2025	78	71	-7
Company-Owned**	2023	32	32	0
	2024	32	32	0
	2025	32	32	0
Total Outlets	2023	133	121	-12
	2024	121	110	-11
	2025	110	103	-7

* 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 2023 to 2025**

State	Year	Number of Transfers
All States	2023	0
	2024	0
	2025	0
Total	2023	0
	2024	0
	2025	0