

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) the 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 representations below are based on the historical financial performance of our existing outlets.

2022: 135 Offices¹ Represented of 135

Average Gross Profit	\$563,075.82
Median Gross Profit	\$439,904.28
Highest Gross Profit	\$3,167,213.18
Lowest Gross Profit	\$32.77
Average Net Profit	\$412,078.69
Highest Net Profit	\$2,531,800.58
Lowest Net Profit	\$1,827.50
Median Net Profit	\$344,069.41

¹ Some of our franchisees operate additional satellite offices within their Territory. Because each satellite office reports billings separately in our proprietary software, those offices are reflected in the total office represented count. No HireQuest Direct offices were excluded from this calculation.

2023: 134 Offices Represented of 134

Average Gross Profit	\$543,538.84
Median Gross Profit	\$486,944.71
Highest Gross Profit	\$2,278,992.97
Lowest Gross Profit	\$(549.36)
Average Net Profit	\$453,096.68
Median Net Profit	\$393,497.62
Highest Net Profit	\$2,035,960.01
Lowest Net Profit	\$(9,920.19)

2024: 128 Offices Represented of 128

Average Gross Profit	\$1,527,083.19
Median Gross Profit	\$1,386,511.00
Highest Gross Profit	\$6,388,183.75
Lowest Gross Profit	\$1,385.22
Average Net Profit	\$369,569.54
Median Net Profit	\$328,984.00
Highest Net Profit	\$1,538,730.33
Lowest Net Profit	\$2,852.70

Notes:

- “Gross Profit” is calculated as the total Bill Amount less Pay Amounts, Workers Compensation Insurance Premiums, and Employer Taxes.
- “Net Profit” is calculated as the total Net Sales less Direct Expenses (Payroll Funded, Federal and State Tax Withholdings, Liability Insurance, Royalty), Accounts Receivables Adjustments, and other miscellaneous Administrative Charges.
- These calculations *do not account for* overhead expenses such as rent and utilities or internal staff payroll.
- These calculations are based on per office numbers. Some franchisees operate additional satellite offices within their franchised territory.

Some offices have billed these amounts. Your individual results may differ. There is no assurance that you will earn as much.

These statements have not been audited and may not be based on generally accepted accounting principles. Written substantiation for this financial performance representation will be made available to you upon reasonable request.

Other than the preceding financial performance representation, HQ Franchising Corporation does not make any finance performance representations. We also do not authorize our employees or representatives to makes 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 John McAnnar, Chief Legal Officer, at jdmcannar@hirequest.com, (843)723-7400, and 111 Springhall Drive, Goose Creek, SC 29445, the Federal Trade Commission, and the appropriate state regulatory agencies.

ITEM 20 OUTLETS AND FRANCHISEE INFORMATION

Table No. 1
System-wide Outlet Summary – HIREQUEST DIRECT
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 Outlets	2022	79	84	+5
	2023	84	82	-2
	2024	82	82	0
Company-Owned	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Total Outlets	2022	79	84	+5
	2023	84	81	-3
	2024	81	82	+1

Table No. 2
Transfers of Outlets From
Franchisees to New
Owners – Other than the
Franchisor for Years 2022-
2024

State	Year	Number of Transfers
Arizona	2022	0
	2023	0
	2024	1