

## FRANCHISE DISCLOSURE DOCUMENT



**TWO MEN AND A TRUCK SPE LLC**  
A Delaware Limited Liability Company  
One Glenlake Parkway, 14th Floor,  
Atlanta, Georgia 30328  
800-756-5656  
info@twomenandajunktrunk.com  
www.twomenandajunktrunk.com

A Two Men and a Junk Truck® franchise (a “**Franchised Business**”) provides junk removal and related services. You may purchase a Metro Market Franchise or a Mod Market Franchise (as each are defined in Item 1).

The total investment necessary to begin operations of a Franchised Business ranges from \$131,110 to \$349,275 for a Metro Market Franchise and \$83,210 to \$198,225 for a Mod Market Franchise. This includes \$50,000 to ~~\$130,500~~\$130,000 for a Metro Market Franchise and \$30,000 to ~~\$40,500~~\$40,000 for a Mod Market Franchise that must be paid to the franchisor or its affiliates.

This disclosure document summarizes certain provisions of your franchise agreement and other information in plain English. Read this disclosure document and all accompanying agreements carefully. You must receive this disclosure document at least 14 calendar-days before you sign a binding agreement with, or make any payment to, the franchisor or an affiliate in connection with the proposed franchise sale. **Note, however, that no governmental agency has verified the information contained in this document.**

You may wish to receive your disclosure document in another format that is more convenient for you. To discuss the availability of disclosures in a different format, contact the Franchise Sales office at One Glenlake Parkway, 14<sup>th</sup> Floor, Atlanta, Georgia 30328 or at 800-756-5656.

The terms of your contract will govern your franchise relationship. Don’t rely on the disclosure document alone to understand your contract. Read all of your contract carefully. Show your contract and this disclosure document to an advisor, like a lawyer or an accountant.

Buying a franchise is a complex investment. The information in this disclosure document can help you make up your mind. More information on franchising, such as “A Consumer’s Guide to Buying a Franchise,” which can help you understand how to use this disclosure document, is available from the Federal Trade Commission. You can contact the FTC at 1-877-FTCHELP or by writing to the FTC at 600 Pennsylvania Avenue, NW, Washington, DC 20580. You can also visit the FTC’s home page at [www.ftc.gov](http://www.ftc.gov) for additional information. Call your state agency or visit your public library for other sources of information on franchising.

There may also be laws on franchising in your state. Ask your state agencies about them.

The issuance date: May 12, 2025, as amended on November 3, 2025

## Special Risks to Consider About *This* Franchise

Certain states require that the following risk(s) be highlighted:

1. **Out-of-State Dispute Resolution.** The franchise agreement requires you to resolve disputes with the franchisor by arbitration or litigation only in Georgia. Out-of-state arbitration or litigation may force you to accept a less favorable settlement for disputes. It may also cost more to arbitrate or litigate with the franchisor in Georgia than in your own state.
2. **Sales Performance Required.** You must maintain minimum sales performance levels. Your inability to maintain these levels may result in loss of any territorial rights you are granted, termination of your franchise, and loss of your investment.
3. **Mandatory Minimum Payments.** You must make minimum royalty or advertising fund payments, regardless of your sales levels. Your inability to make the payments, may result in termination of your franchise and loss of your investment.
4. **Short Operating History.** The franchisor is at an early stage of development and has a limited operating history. This franchise is likely to be a riskier investment than a franchise in a system with a longer operating history.
5. **Unopened Franchises.** The franchisor has signed a significant number of franchise agreements with franchisees who have not yet opened their outlets. If other franchisees are experiencing delays in opening their outlets, you also may experience delays in opening your own outlet.
6. **Inventory/Supplier Control.** You must purchase all or nearly all of the inventory or supplies that are necessary to operate your business from the franchisor, its affiliates, or suppliers that the franchisor designates, at prices the franchisor or they set. These prices may be higher than prices you could obtain elsewhere for the same or similar goods. This may reduce the anticipated profit of your franchised business.

Certain states may require other risks to be highlighted. Check the “State Specific Addenda” (if any) to see whether your state requires other risks to be highlighted.

March 2021 to June 2024 and Senior Vice President, Global Finance and Accounting and Chief Accounting Officer from June 2020 to March 2021. From February 2019 to May 2020, Mr. Doshi was the Chief Financial Officer for Mitra QSR KNE, LLC. Mr. Doshi serves in his present capacities in Atlanta, Georgia.

Chief Franchise Development Officer: Jeff Todd

Mr. Todd has served as Chief Franchise Development Officer for us and each of the other SM Franchisors since September 2025. He served as Chief Development Officer from March 2024 to September 2025 and Senior Vice President Business Development from June 2022 to March 2024 for Launch Franchising, LLC in Warwick, Rhode Island. From March 2020 to March 2022, he served as Vice President Development for Driven Brands, Inc. in Charlotte, North Carolina. Mr. Todd serves in his present capacities in Charlotte, North Carolina.

General Counsel and Chief Human Resources Officer: Josh Burnette

Mr. Burnette has been our General Counsel since July 2023. He has been the General Counsel for each of the other SM Franchisors, SM Manager, RW Parent, RW Purchaser, and a number of other related entities since July 2023. Since June 2024, he has served as the Chief Human Resources Officer for us, each of the other SM Franchisors, SM Manager, RW Parent, RW Purchaser, and a number of other related entities. From May 2018 to July 2023, he served as General Counsel for North America for DS Smith Plc in Atlanta, Georgia. Mr. Burnette serves in his present capacities in Atlanta, Georgia.

President of TMTI: Randy Shacka

Mr. Shacka has served as President of TMTI since August 2012. From August 2021 to March 2023, he also served as President of AmeriSpec SPE LLC and Furniture Medic SPE LLC. Mr. Shacka serves in his present capacities in Lansing, Michigan.

Senior Brand Director of TMTI: Jason Galey

Mr. Galey has served as Senior Brand Director of TMTI since September 2023. From April 2023 to September 2023, he was in between positions. From October 2021 to April 2023, he was a Senior Business Development Manager for Shyft Group, Inc. in Charlotte, Michigan. From June 2018 to October 2021, he was a Service Operations Manager for Shyft Group, Inc. in Charlotte, Michigan. Mr. Galey serves in his present capacity in Lansing, Michigan.

Senior Manager of Franchise Development of TMTI: Tray Doster

~~Mr. Doster has served as Senior Manager of Franchise Development of TMTI since January 2023. From November 2022 to January 2023, Mr. Doster was in between positions. From October 2017 to November 2022, he served as Director of Franchise Sales for Zaxby's Franchising, LLC, in Athens, Georgia. Mr. Doster serves in his present capacities in Bishop, Georgia.~~

Senior Compliance Director of TMTI: Pamela Batten

Ms. Batten has served as Senior Compliance Director of TMTI since January 2016. From January 2016 to January 2025, she served as Compliance Director of TMTI. Ms. Batten serves in her present capacities in Lansing, Michigan.

Senior Director of Sales of TMTI: Ashley Skaggs

approximately 100,000 to 250,000 people for a Mod Market Franchise. In some circumstances, we may approve a Marketing Area that will have a population of between 250,000 to 300,000. In those cases, we may charge an additional initial franchise fee based on a formula equal to \$10,000 multiplied by (the actual additional population over 250,000 ÷ 50,000). For a Marketing Area with 300,000 people, the initial franchise fee will be \$40,000 (calculated as \$30,000 + (\$10,000 x (50,000 ÷ 50,000))).

The initial franchise fee is payable in a lump sum at the time you sign the Franchise Agreement. The initial fee is fully earned and non-refundable when paid, in consideration of administrative and other expenses incurred by us in entering into the Franchise Agreement, and for our lost or deferred opportunity to enter into a Franchise Agreement with another franchisee.

#### INCENTIVE PROGRAMS AND DISCOUNTS

You may be eligible for certain discounts to the initial franchise fee if one or more individuals that will own 51% or more of the interests in your Franchised Business (or in the entity that owns your Franchised Businesses): (a) meet our qualifications for purchasing a Franchised Business, (b) have full operational control of the Franchised Business, and (c) meet one of the following qualifications:

<b>Discount and Qualifications</b>	<b>% Discount</b>
<b>Industry Experience Discount</b> – must have at least two years’ experience owning or being employed by any business offering the services franchised by us	5%
<b>Military Discount</b> – must be honorably discharged from the United States Armed Forces	20%
<b>Affiliate Discount</b> – must be an (a) existing franchisee or owner of a franchisee in the ServiceMaster Clean® or ServiceMaster Restore®, Merry Maids®, Two Men and a Truck®, or Two Men and a Junk Truck® systems, (b) an existing employee of ServiceMaster, Merry Maids, or us, or (c) an existing employee of a Two Men and a Junk Truck® franchisee who has been referred to us by their employing franchisee (the employing franchisee will receive a \$5,000 referral fee if you purchase a franchise within six months of the referral).	15%
<b>Conversion Franchise Discount</b> – must be a Conversion Franchise	15%

You may only take advantage of one of the above discounts, even if you qualify for multiple discounts. The availability of each incentive may be subject to a time limit. We reserve the right to offer, change, or cancel an incentive at any time.

In 2024, we collected initial franchise fees ranging from \$0 to \$50,000 for Metro Market Franchises and did not sell any Mod Market Franchises.

#### ~~OTHER AMOUNTS PAID TO THE FRANCHISOR FOR GOODS OR SERVICES~~

~~If you choose to participate in the full appointment center services we offer to our franchisees, we may charge you a one-time set up fee \$300 to \$500 before initiating the service.~~

#### **PRELIMINARY APPROVAL AGREEMENT**

If we enter into a Preliminary Approval Agreement with you before you sign a Franchise Agreement, you must pay a franchise reservation fee of \$10,000 for a Metro Market Franchise, and \$5,000 for a Mod Market Franchise in a lump sum at the time you sign the Preliminary Approval Agreement. If you enter into a Franchise Agreement with us, the franchise reservation fee will be applied to the initial franchise fee due under the Franchise Agreement. If the Preliminary Approval Agreement expires or terminates for any reason other than the signing of a Franchise Agreement, we will retain the franchise reservation fee.

Type of Fee (See Note 1)	Amount	Due Date	Remarks
Cooperative Advertising	Up to 1% of annual Gross Sales, unless all members agree to a higher rate. Currently, fees range from approximately \$100 to \$400 per month.	As assessed	We may require you to participate in an advertising cooperative, which may require you to contribute a monthly amount, or to participate in joint or cooperative advertising, which may require you to pay a pro rata share of such advertising conducted in your market. We may, in our sole discretion, agree to assist in the accounting or administration of cooperative advertising, but we will have the right to charge a fee for those services, provided such fee shall be no greater than \$100 per month per Unit participating in such cooperative.
Minimum Local Marketing Spend Deficiency	The difference between the required Minimum Local Marketing Spend and your actual spending on Eligible Marketing, plus late fees and interest.	As incurred	If you fail to spend the required Minimum Local Marketing Spend on Eligible Marketing (as both terms are defined in Item 11), we may require you to contribute to the Advertising Fund the difference between the amount spent and the required amount, plus late fees and interest.
Technology and Support Fee	1% of Gross Sales per month.	Monthly on the 15 <sup>th</sup>	Currently, this fee covers our services relating to components of our Automation Systems (as defined and described in Item 11). We may modify this fee from time to time or change the products and services covered by this fee, provided that the fee will be no more than 2% of Gross Sales per month.
Fees for Appointment Center Sales Support Services	<del>5% of Gross Sales for jobs booked via our appointment center.</del> <u>Currently, not charged.</u>	Last business day of month incurred	<del>Payable if</del> <u>We may require you choose to obtain optional customer sales support services from us or a third-party we designate, including call answering, sales support, and other customer service and communication services during and after business hours. You must pay this fee for any jobs that are booked or scheduled through</u> <del>Currently, we do not provide these services. We may or require you to purchase these services from us. If we, in the future, require you to obtain these such services from us, the fee for such services will not exceed 5% of Gross Sales for all jobs booked through us.</del>
Records and Bookkeeping Fees	Currently, \$95 per hour, which we may increase up to \$120 per hour.	Last business day of month incurred	Payable if you obtain optional records and bookkeeping services from us. Typically, franchisees require approximately five to 15 hours of services per month. If you obtain these services from us, you must sign an agreement in the form attached as Exhibit F.

The estimate assumes you will lease 1,200 to 2,500 square feet of space (which is what we estimate you will need to operate your Franchised Business) but we will be more flexible on the type and size of the office for a Mod Market Franchise. This estimate includes your first and last month's rental payment (including any applicable taxes and common area maintenance fees) and we estimate that your security deposit will be equal to one or two months' rent. Your rent will depend on the site's size, condition, accessibility, and location, local market conditions, and demand for the premises among prospective lessees. If you would like a larger warehouse space, you may need to rent additional space and may incur higher rental costs. You should consult with a local commercial real estate broker to get a more accurate estimate of costs in your market.

3. Leasehold Improvements. You may elect to make some leasehold improvements to your office space, such as painting, installing bulletin or white boards, changing flooring and lighting, and adding office partitions.
4. Miscellaneous Start-Up Expenses. This estimate includes the cost of purchasing copiers, an initial inventory of boxes, supplies, furniture, fixtures, equipment (other than computer equipment), telephone service, uniforms, and other miscellaneous items and expenses. ~~The high estimate includes a one time set up fee if you choose to participate in the appointment center services offered by us.~~
5. Insurance. You must obtain and maintain insurance for your Franchised Business with the coverages and amounts specified by us. See Item 8 for our current requirements. This figure is an estimate of the cost of three months of the annual premium payments necessary to maintain the insurance required by the Franchise Agreement. We estimate that the annual premium payments necessary to maintain the insurance required by the Franchise Agreement will range from \$15,000 to \$25,000 for a Metro Market Franchise and \$10,000 to \$20,000 for a Mod Market Franchise. Your cost of coverage will vary based on your claims history, market, service offerings, and number and type of trucks.
6. Licensing Requirements. You must satisfy all requirements of applicable law for operating a Franchised Business within the state and area for which you intend to operate. The requirements for legally operating a junk removal company vary greatly from state to state. These requirements may include obtaining a business license from local authorities and/or an authority from the applicable state or federal agency. You may incur legal fees to acquire your authority. You should review the legal requirements of operating in the area in which you anticipate you will be licensed and obtain an estimate of the costs you will incur before you enter into the Franchise Agreement.
7. Legal and Accounting Fees. You should have your attorney and accountant review all of the franchise documents and advise you on the purchase, development, and operation of the franchise and the formation of your entity.
8. Trucks and Containers. Before you begin operating, you will be required to own one truck and two containers for a Mod Market Franchise and one to two trucks and two to four containers for a Metro Market Franchise (at least two containers per truck). A single junk truck is estimated to cost approximately \$80,000 to \$120,000 and a single container is estimated to cost approximately \$5,000 to \$6,000. Trucks and containers must meet our specifications, and you may be required to use our approved vendor for truck and container purchases. If you finance the trucks, we estimate that you will be required to pay approximately 10% down (\$8,000 to \$12,000 per truck)

Each required insurance policy must properly name us and our affiliates that we designate as additional insureds. Each insurance policy must be endorsed to provide us with a minimum 30 days advance written notice of cancellation or nonrenewal for any statutorily permitted reason other than nonpayment of premium, in which case the notice must be at least 10 days. Original or duplicated copies of all required insurance policies, certificates of insurance, or other proof of insurance we accept must be promptly furnished to us before you open your franchise and at least 14 days after the renewal date of your current policy. You must ensure that the required insurance does not lapse during the renewal period. If you fail to obtain or maintain any of the required insurances, we may obtain that insurance on your behalf, and you must reimburse us for 150% of the actual costs and expenses we incur to procure such insurance.

You should check the cost of Worker's Compensation and all other insurances within the state in which you intend to operate before signing the Franchise Agreement. We strongly recommend that you meet with your insurance agent at least annually to review the coverage required under the Franchise Agreement and also to consider additional optional coverage that protects you, such as: (1) business personal property insurance (2) employee dishonesty insurance and third-party dishonesty bond insurance; (3) cyber-liability (4) directors and officers liability coverage and (5) employment practices liability insurance and third-party discrimination liability coverage (including sexual harassment, wrongful termination and discrimination coverage), including coverage for wage and hour defense costs.

You must not satisfy your insurance obligations through the use of self-insurance, retroactive insurance, high-deductible insurance, insurance through a captive insurance program, or other non-traditional insurance without our prior written approval. If we, in our sole discretion, approve any non-traditional coverage, we may specify the broker or any providers that may be used and any other requirements and standards for such coverage.

#### **OBLIGATIONS RELATING TO ADVERTISING MATERIALS**

Any advertising or marketing materials you desire to use that we have not produced must be approved by us before their use. If you choose to conduct local digital advertising, you must obtain digital advertising services from us by entering into the Agreement to Provide Optional Services that is attached as Exhibit F and paying us the local digital advertising fees described in Item 6.

#### **OBLIGATIONS RELATING TO FRANCHISE LOCATION**

Your franchise location must be constructed or improved in accordance with our specifications for décor, signage, equipment layout, space, etc. You must purchase certain equipment, computer hardware and software, inventory, supplies, insurance, and other goods and services for the development and ongoing operation of your business in accordance with our specifications and only from a Designated or Approved Supplier.

#### **OBLIGATIONS TO PURCHASE FROM THE FRANCHISOR OR ITS AFFILIATES**

We are currently ~~an Approved Supplier for certain call answering, sales support, appointment scheduling, and other customer service and communication services to our franchisees. These services are provided through our designated support team. We are currently the only Approved Supplier to our franchisees of certain computer software and updates. We are also an Approved Supplier to our franchisees of records and bookkeeping services, but we are not the only Approved Supplier and you are not required to use us for those services. We and our affiliates are not currently a Designated or Approved Supplier of any other goods, services or real estate relating to your franchise.~~

## USE OF AFFILIATED ENTITIES BY FRANCHISEE

Your use of affiliated entities in connection with your franchise may interfere with our reporting systems and analysis of your franchise. Consequently, you must not use affiliated entities in connection with your franchise (including, but not limited to, use of affiliated entities to sell, lease, or loan personal property or services to the franchise) without our prior written consent. For example, you must not have an affiliated entity own the vehicles used in your franchise without our prior written consent. We may withhold our consent to use affiliated entities in our sole discretion. As a condition to obtaining our consent, we may require your affiliates to guaranty your obligations to us. We may also condition our consent on preparation of a business plan and periodic reporting of financial and other information by the affiliate.

## Item 9–FRANCHISEE’S OBLIGATIONS

**This table lists your principal obligations under the Franchise Agreement and other agreements. It will help you find more detailed information about your obligations in these agreements and in other items of this disclosure document.**

Obligation	Section in Franchise Agreement	Section in Mod Market Addendum	Section in Renewal Addendum	Section in Preliminary Agreement	Disclosure Document Item
a. Site Selection & Acquisition/Lease	1.1	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	7 and 11
b. Pre-opening Purchases and Leases	2.3 and 2.4	E	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	7 and 8
c. Site development and other pre-opening requirements	2.3, 2.5, 2.7, 2.10, and 2.12	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	5 and 7
d. Initial and on-going training	1.5, 1.6, 1.7, 7.2(b)(v), 7.4, and 7.5	C	D	4	11
e. Opening	2.3 and 5.6(a)	<u>N/A</u> <u>Not</u> <u>Applicable</u>	E	<u>N/A</u> <u>Not</u> <u>Applicable</u>	7, 11, and 17
f. Fees	4 and 6.1	D and H	C	3	5, 6, and 7
g. Compliance with standards and policies/operating manual	2.8, 5.5, and 5.6	<u>N/A</u> <u>Not</u> <u>Applicable</u>	F	<u>N/A</u> <u>Not</u> <u>Applicable</u>	11 and 14
h. Trademarks and proprietary Information	1.2, 1.3, 1.4, and 3	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	7	8, 13, and 14
i. Restrictions on products/ services offered	2.4	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	8 and 16
j. Warranty and customer service requirements	2.3, 2.8, and 2.17	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	11
k. Marketing Area development and sales quotas	2.3 and 2.20	G	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	12
l. On-going product/service purchases	2.4 and 2.5	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	<u>N/A</u> <u>Not</u> <u>Applicable</u>	8 and 16
m. Maintenance, appearance and remodeling requirements	2.6	<u>N/A</u> <u>Not</u> <u>Applicable</u>	F	<u>N/A</u> <u>Not</u> <u>Applicable</u>	11 and 17



Obligation	Section in Franchise Agreement	Section in Mod Market Addendum	Section in Renewal Addendum	Section in Preliminary Agreement	Disclosure Document Item
n. Insurance	2.7	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	6, 7, and 8
o. Advertising	2.12	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	6, 7, 8, and 11
p. Indemnification	9.4	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>
q. Owner's participation/management/staffing restrictions/operating other businesses	2.3, 2.9, 2.13, and 2.22	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	15
r. Records/reports	2.2, 2.14, 2.15, and 2.16	D	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>
s. Inspections/audits	2.2, 2.15, 6.1, and 8.1(d)	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	6 and 17
t. Transfer	7	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	17
u. Renewal	5.1 and 5.2	<u>N/A</u> <u>Not Applicable</u>	All	<u>N/A</u> <u>Not Applicable</u>	17
v. Post-termination obligations	6	<u>N/A</u> <u>Not Applicable</u>	G	<u>N/A</u> <u>Not Applicable</u>	17
w. Non-competition covenants	8.2	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	17
x. Dispute resolution	2.17 and 10	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	6 and 17
y. Computers and telephone system	2.10 and 4.4	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	<u>N/A</u> <u>Not Applicable</u>	6 and 11

### **Item 10–FINANCING**

We do not offer direct or indirect financing for your franchise. We do not guaranty any of your notes, leases, or other obligations. At your request, we may provide information and advice to assist you in seeking financing.

### **Item 11–FRANCHISOR’S ASSISTANCE, ADVERTISING, COMPUTER SYSTEMS AND TRAINING**

#### **FRANCHISE AGREEMENT OBLIGATIONS**

As noted in item 1, we are party to a management agreement with SM Manager for the provision of support and services to Franchised Businesses. SM Manager may provide the training, support, marketing, and other services described in this Item 11 to you on our behalf and will have the authority to exercise many of our rights and perform many of our obligations under the Franchise Agreement or other agreements with us. It is anticipated that SM Manager will delegate certain of these responsibilities to TMTI. Though we may delegate any of our rights and responsibilities to SM Manger, we remain ultimately responsible for all of the support and services required under our agreement or agreements with you.

If your franchise is performing unsatisfactorily (as determined by us in our sole discretion), we can require you at your expense, to: (a) attend a training sessions specified by us; (b) visit other franchise locations for Performance Improvement Visits; (c) make Performance Improvement Visits to Franchisor; (d) receive Performance Improvement Visits from one of our staff members; (e) participate in an ongoing performance improvement program; and/or (f) receive visits from a third-party auditor or consultant; ~~and/or (g) participate in a higher level of sales support services offered by us.~~ A “**Performance Improvement Visit**” is an in-person or virtual meeting or training session that may consist of additional training or assistance (as determined by Franchisor in its sole discretion).

If we require you to attend a training session, you must pay all travel and living expenses, as well as a fee to cover the cost of the training. You must attend the training session within three months of receiving notice from us.

If we require you to undertake one of the Performance Improvement Visit options, you will be responsible for all costs and expenses associated with the visit. You must complete the Performance Improvement Visit requirement in the time frame determined by us. If the Performance Improvement Visit results in an action plan to improve performance in one or more areas, you must diligently implement the action plan by the dates specified in the plan. ~~See Item 6 regarding participation in higher levels of sales support services offered by us.~~ If you fail to complete a Performance Improvement Visit or fail to timely implement the action plan, such failure will be deemed to be a default under the Franchise Agreement, which could lead to the imposition of various remedies, including the termination of the Franchise Agreement.

#### ONGOING TRAINING

We can require you and/or a representative designated by you and approved by us (typically a general manager or manager) to attend additional training, sales programs, or meetings that we specify. The registration fees for meetings or additional training programs are currently between \$75 to \$1,200 per attendee (and may be increased to up to \$1,500 per attendee), plus you are responsible for the wages and travel and living expenses of your representatives. If (a) you request additional assistance, (b) we determine, in our sole discretion, that you need additional assistance due to performance issues, or (c) we provide additional training programs that do not require a per attendee registration fee, we may charge a per diem fee for each of our representatives that provide such assistance, which is currently \$75 to \$1,200 per day per representative (and may be increased up to \$1,500 per day per representative) plus their wages and travel and living expenses.

A representative of franchisee must attend the Two Men and a Junk Truck Annual Conference at least once every two years unless we approve attendance at an alternative training program or other event. You are responsible for all travel and living expenses incurred in connection with the annual conferences and all other approved meetings, including registration fees, when applicable. The registration fees, when applicable, will not exceed \$1,500 per attendee. In some instances, we may require or permit you to attend a virtual meeting.

#### VARIATIONS IN TRAINING

The initial and ongoing training that a franchisee may be required to attend may not be uniformly imposed on all franchisees. Differences in required initial and ongoing training may be based on the franchisee’s experience, the demographics of the franchisee’s Marketing Area, the density of the population, whether the area is a metro area and other reasonable factors.

### 1.5. Initial and Ongoing Training.

(a) Required Training. Franchisor will provide initial training for Franchisee. Some portions of the training may be taught virtually. Franchisee and/or a representative designated by Franchisee and approved by Franchisor is required to attend and successfully complete the initial training course provided by Franchisor. Franchisee and/or a representative designated by Franchisee and approved by Franchisor must also attend any additional training, sales programs, or meetings specified by Franchisor at such locations and at such times as Franchisor may specify.

(b) Additional Units. If this Agreement is for a second or subsequent Unit owned by Franchisee, an owner of Franchisee or a manager representative approved by Franchisor must attend and successfully complete an approved training class as specified by Franchisor within 12 months of signing the agreement. If an owner of Franchisee or a manager representative approved by Franchisor, as applicable, is unable to attend the required training class specified by Franchisor within the 12-month period for a valid business reason approved by Franchisor, then Franchisor may, in its discretion, require that individual to attend different classes or training programs, at Franchisee's expense, in lieu of the required class. In addition, the individual who will be actively managing the Franchised Business must attend and successfully complete Franchisor's initial training program before the Franchised Business opens for business, unless that individual has attended and successfully completed the initial training program within 12 months of the opening of the Franchised Business.

(c) Differences in Training. Franchisee acknowledges and agrees that the initial and ongoing training that Franchisee may be required to attend may not be uniformly imposed on all franchisees. Differences in required initial and ongoing training may be based on the Franchisee's experience, the demographics of the Marketing Area, the density of the population, whether the area is a metro area and other reasonable factors.

(d) Training Fees and Expenses. Franchisee is responsible for all expenses incurred for attending and having its employees attend the initial training program or any additional training programs, including travel and living expenses, wages, etc. Franchisor may charge Franchisee a reasonable per diem fee for additional training (which shall not exceed \$1,500 per representative per day) plus travel and living expenses of staff members or third-party vendors providing the training. Subject to Franchisor's express approval, Franchisee may be permitted to bring additional attendees to training at Franchisee's expense.

### 1.6. Training and Performance Improvement Requirements.

(a) Performance Improvements. If the Franchised Business is performing unsatisfactorily (as determined by Franchisor in its sole discretion), Franchisor may require Franchisee, at Franchisee's expense, to: (a) attend training sessions specified by Franchisor; (b) visit other franchise locations for a Performance Improvement Visit; (c) make Performance Improvement Visits to Franchisor; (d) receive Performance Improvement Visits from a Franchisor staff member; (e) participate in ongoing performance improvement programs; and/or (f) receive Performance Improvement Visits from a third-party auditor or consultant; ~~and/or (g) participate in additional sales support services or appointment center services specified and provided by Franchisor through its designated support team.~~ A **"Performance Improvement Visit"** is an in-person or virtual meeting or training session that may consist of additional training or assistance (as determined by Franchisor in its sole discretion).

(b) Fees and Expenses. If Franchisor requires Franchisee to attend a Franchisor approved training session, Franchisee must pay all travel and living expenses, as well as a fee to cover the cost of the training session. Franchisee must attend the training session within three months of

### 10.9. Remedies Not Exclusive.

Except as provided for in Section 10.5 (Mutual Limitation of Liability and Waiver of Punitive Damages), no right or remedy that the parties have under this Agreement is exclusive of any other right or remedy under this Agreement or under Georgia law. Each and every such remedy will be in addition to, and not in limitation of or substitution for, every other remedy available at law or in equity or by statute or otherwise.

### 10.10. Enforcement Expenses.

(a) Payable by Franchisee. Franchisee agrees to reimburse Franchisor (or the relevant Franchisor Related Party) for all costs and expenses Franchisor and any Franchisor Related Party reasonably incurs (including accountants', attorneys', investigators', and expert witness fees, cost of investigation and proof of facts, court costs, arbitration fees, other litigation expenses, and travel, and living expenses) (i) to enforce the terms of this Agreement or any Related Agreement owed to Franchisor or any Franchisor Related Party by Franchisee and/or any Franchisee Related Party (whether or not Franchisor or the Franchisor Related Party initiates a legal proceeding, including arbitration, unless Franchisor or the Franchisor Related Party initiates and fails to substantially prevail in such court or formal legal proceeding, including arbitration); and (ii) in the defense of any claim Franchisee and/or any Franchisee Related Party asserts against Franchisor or any Franchisor Related Party on which Franchisor or the Franchisor Related Party substantially prevails in court or other formal legal proceedings, including arbitration.

(b) Payable by Franchisor. Franchisor agrees to reimburse Franchisee for all expenses Franchisee reasonably incurs (including accountants', attorneys', investigators', and expert witness fees, cost of investigation and proof of facts, court costs, arbitration costs, other litigation expenses, and travel, and living expenses): (i) to enforce the terms of this Agreement or any obligation owed to Franchisee by Franchisor (whether or not Franchisee initiates a legal proceeding, including arbitration, unless Franchisee initiates and fails to substantially prevail in such court or formal legal proceeding, including arbitration); and (ii) in the defense of any claim Franchisor asserts against Franchisee on which Franchisee substantially prevails in court or other formal legal proceedings, including arbitration.

### 10.11. No Recourse.

Franchisee and its Owners acknowledge and agree that, except as provided under an express statutory liability for such conduct, ~~Franchisor,~~ (a) Franchisor's Affiliates and (b) Franchisor's and its Affiliates, ~~and their~~ respective former and current owners, stockholders, members, managers, predecessors, successors, assigns, agents, directors, officers, employees, representatives, attorneys, parent companies, divisions, subsidiaries, benefits administrators, investors, affiliates, funds, vendors, and service providers, ~~will not be liable for~~ (i) any of Franchisor's obligations or liabilities relating to or arising from this Agreement, (ii) any claim against Franchisor based on, in respect of, or by reason of, the relationship between any Franchisee Party and Franchisor, or (iii) any claim against Franchisor based on any of Franchisor's alleged unlawful acts or omissions. For the avoidance of doubt, this provision constitutes an express waiver of any claims based on a theory of vicarious liability to the fullest extent allowed under Applicable Laws, unless such vicarious claims are authorized by an express written guarantee of performance or a statutory obligation.

**11. Section 2.23 (Customer Sales Support and Appointment Center Services):** Currently, Franchisor ~~provides the following~~does not provide customer sales support ~~and/or~~ appointment services:

~~. If Franchisor currently offers System Franchisees the option to obtain customer sales support services from Franchisor, including provides call answering, sales support, and other customer service and communication services during and after business hours (“Appointment Center Services”). Franchisee must pay Franchisor a fee for Appointment Center Services equal to in the future, the fee for such services will not exceed 5% of Gross Sales for all jobs booked through Franchisor’s Appointment Center Services. Franchisor may require Franchisee to obtain Appointment Center Services from Franchisor or its affiliates in the future. Franchisor may cease providing such services in its sole discretion and may require or permit Franchisee to obtain Appointment Center Services from third parties, in which case Franchisee shall be required to pay the fees set by such providers, which may exceed the amount specified in this provision. Franchisor.~~

**12. Section 3.7 (Permitted Business Name):** The permitted “doing business as” name is: TWO MEN AND A JUNK TRUCK® \_\_\_\_\_ (City) or TWO MEN AND A JUNK TRUCK® #\_\_\_\_\_

**13. Section 4.1 (Franchise Fee):** The franchise fee is \$50,000 unless otherwise stated.

**14. Section 4.2 (Royalty Fee):** The Royalty Fee is 7% of Gross Sales of the Franchised Business.

In addition, if Franchisee fails to achieve the minimum Gross Sales levels requirements specified in the Minimum Performance Requirements in any measurement year, in addition to any other remedies Franchisor may elect to exercise, Franchisee must pay Franchisor upon demand an amount equal to the difference between (a) \$5,250 in the 1<sup>st</sup> year of operation, \$8,750 in the 2<sup>nd</sup> year of operation, \$12,250 in the 3<sup>rd</sup> year of operation, \$15,750 in the 4<sup>th</sup> year of operation, and \$21,000 in each subsequent calendar year and (b) the actual Royalty Fees paid by Franchisee to Franchisor during such year.

**15. Section 4.3 (Advertising Fee):** The Advertising Fee is 7% of Gross Sales of the Franchised Business.

**16. Section 4.4 (Technology and Support Fee):** The current Technology and Support Fee is 1% of Gross Sales of the Franchised Business per month, which may be increased, in Franchisor’s sole discretion, to up to 2% of Gross Sales of the Franchised Business per month.

**17. Section 5.1 (Term and Renewal):** The initial term of this Agreement begins on the Effective Date and ends 10 years from the Effective Date. The renewal term of this Agreement is one additional 10-year term. Franchisor is not obligated to offer additional renewal terms beyond the one renewal term described in this Agreement, but Franchisor may do so, in its sole discretion.

**18. Section 8.2(a)(i) (Competing Business):** “Competing Business” means: (a) a business that is identical to or similar to a business using the System; (b) any business that offers Competing Services; or (c) a business or entity that franchises, licenses, or otherwise grants to others the right to operate a business described in Subsections (a) and (b) of this paragraph. “Competitive Business” does not include any business that is authorized by Franchisor or its Affiliates to use the System and the Primary Mark. “Competing Services” includes (i) junk removal services,

#	Name	Franchisee Name	Contact	Address	Suite	City	State	Zip	Telephone
			Lightner						
6049	Racine	JR SEW, LLC	Lisa Paley, Timothy Lightner	7886 Washington Ave		Racine	WI	53406	262.619.9200
6048	Milwaukee	JR SEW, LLC	Lisa Paley, Timothy Lightner	11800 W Burleigh St	Ste 240	Wauwatosa	WI	53222	414.257.2700
<del>6042</del>	<del>Sacramento North</del>	<del>Mark of Excellence, Inc.</del>	<del>Mark Snyir</del>	<del>8362 Galena Ave</del>	<del>Ste B</del>	<del>Sacramento</del>	<del>CA</del>	<del>95828</del>	<del>916.852.7411</del>
<del>6043</del>	<del>Sacramento South</del>	<del>Mark of Excellence, Inc.</del>	<del>Mark Snyir</del>	<del>8362 Galena Ave</del>	<del>Ste B</del>	<del>Sacramento</del>	<del>CA</del>	<del>95828</del>	<del>916.852.7411</del>
<del>6064</del>	<del>Norwich</del>	<del>Satriano Transportation, LLC</del>	<del>Vincent Satriano</del>	<del>841 Route 32</del>	<del>Ste 2</del>	<del>North Franklin</del>	<del>CT</del>	<del>06254</del>	<del>203.548.9279</del>
<del>6060</del>	<del>Delaware South</del>	<del>J-Bro Enterprises, LLC</del>	<del>Jeremy Brown</del>	<del>1169 S Dupont Hwy</del>	<del>-</del>	<del>Dover</del>	<del>DE</del>	<del>19901</del>	<del>302.734.5017</del>
<del>6052</del>	<del>Pompano</del>	<del>LanServ Enterprises, Inc.</del>	<del>Joseph Lanier, Susan Lanier</del>	<del>2150 N Andrews Ave</del>	<del>-</del>	<del>Pompano Beach</del>	<del>FL</del>	<del>33069</del>	<del>561.994.1616</del>
<del>6022</del>	<del>Treasure Coast</del>	<del>J4S, LLC</del>	<del>Janelle Dowley, Joel Dowley, Shauna Bledsoe, James Bledsoe</del>	<del>1800 SE Village Green Dr</del>	<del>Ste 102</del>	<del>Port St. Lucie</del>	<del>FL</del>	<del>34952</del>	<del>772.398.9995</del>
<del>6023</del>	<del>Tampa</del>	<del>Knowles Junk, Inc</del>	<del>Jeff Knowles, Ryan Knowles</del>	<del>11431 US Hwy 301 N</del>	<del>-</del>	<del>Thonotosassa</del>	<del>FL</del>	<del>33592</del>	<del>813.988.7388</del>
<del>6032</del>	<del>Champaign</del>	<del>SHUNK JUNK, Inc.</del>	<del>Rene Shunk, Daniel Shunk</del>	<del>701 W Bradley Ave</del>	<del>-</del>	<del>Champaign</del>	<del>IL</del>	<del>61820</del>	<del>217.398.2636</del>
<del>6006</del>	<del>Chicago #1</del>	<del>TMAAJT CHI, LLC</del>	<del>Doug Haber</del>	<del>2423 W Hubbard St</del>	<del>-</del>	<del>Chicago</del>	<del>IL</del>	<del>60612</del>	<del>312.291.2668</del>
<del>6007</del>	<del>Chicago #2</del>	<del>TMAAJT CHI, LLC</del>	<del>Doug Haber</del>	<del>2423 W Hubbard St</del>	<del>-</del>	<del>Chicago</del>	<del>IL</del>	<del>60612</del>	<del>312.291.2668</del>
<del>6008</del>	<del>Chicago #3</del>	<del>TMAAJT CHI, LLC</del>	<del>Doug Haber</del>	<del>2423 W Hubbard St</del>	<del>-</del>	<del>Chicago</del>	<del>IL</del>	<del>60612</del>	<del>312.291.2668</del>
<del>6009</del>	<del>Chicago #4</del>	<del>TMAAJT CHI, LLC</del>	<del>Doug Haber</del>	<del>2423 W Hubbard St</del>	<del>-</del>	<del>Chicago</del>	<del>IL</del>	<del>60612</del>	<del>312.291.2668</del>
<del>6029</del>	<del>St. Louis East</del>	<del>TMAAJT STLE, LLC</del>	<del>Doug Haber</del>	<del>19 ABC Pkwy</del>	<del>-</del>	<del>Collinsville</del>	<del>IL</del>	<del>62234</del>	<del>618.301.4100</del>
<del>6005</del>	<del>Chicago #5</del>	<del>TMAAJT CHI, LLC</del>	<del>Doug Haber</del>	<del>1900 Raymond Dr</del>	<del>-</del>	<del>Northbrook</del>	<del>IL</del>	<del>60062</del>	<del>314.963.7766</del>
<del>6056</del>	<del>Peoria</del>	<del>Hometown Companies, Inc.</del>	<del>Kevin Christensen, Jen Christensen, Cory Christensen, Margaret Christensen</del>	<del>1030 W Olympia Dr</del>	<del>-</del>	<del>Peoria</del>	<del>IL</del>	<del>61615</del>	<del>309.689.1600</del>

#	Name	Franchisee Name	Contact	Address	Suite	City	State	Zip	Telephone
<del>6065</del>	Springfield	<del>SHUNK JUNK, Inc.</del>	<del>Rene Shunk, Daniel Shunk</del>	<del>210 N Grand Ave W</del>	<del>-</del>	<del>Springfield</del>	<del>IL</del>	<del>62702</del>	<del>217.331.6076</del>
<del>6010</del>	Indianapolis North	<del>Solutum Junk Removal, Inc</del>	<del>Andrew Werling</del>	<del>11787 Technology Dr</del>	<del>-</del>	<del>Fishers</del>	<del>IN</del>	<del>46038</del>	<del>317.489.5750</del>
<del>6039</del>	Fort Wayne	<del>Pride Moving, Inc.</del>	<del>Matthew Schiffeneder</del>	<del>5695 Industrial Rd</del>	<del>-</del>	<del>Fort Wayne</del>	<del>IN</del>	<del>46825</del>	<del>260.471.6683</del>

**FRANCHISEES WHO HAVE SIGNED FRANCHISE AGREEMENTS, BUT NOT OPENED AS OF  
DECEMBER 31, 2024**

#	Name	Franchisee Name	Contact	Address	Suite	City	State	Zip	Telephone
6055	Rockford, IL	Hometown Companies, Inc.	Kevin Christensen	7206 North Alpine Road		Loves Park	IL	61111	815.633.3600
6057	Quad Cities, IA	Hometown Companies, Inc.	Kevin Christensen	5000 Tremont Avenue, Building 200	Suite 202	Davenport	IA	52807	563.391.2636
6041	Frederick, MD	Trash Talking, Inc.	Robert Simpson	231 East Oakridge Drive	Suite A	Hagerstown	MD	21740	240.366.4110

## STATE EFFECTIVE DATES

The following states have franchise laws that require that the Franchise Disclosure Document be registered or filed with the states, or be exempt from registration: California, Hawaii, Illinois, Indiana, Maryland, Michigan, Minnesota, New York, North Dakota, Rhode Island, South Dakota, Virginia, Washington, and Wisconsin.

This document is effective and may be used in the following states, where the document is filed, registered, or exempt from registration, as of the Effective Date stated below:

<b>State</b>	<b>Effective Date</b>
California	<u>June 16, 2025, as amended</u> <i>Pending</i>
Hawaii	<del>May 26, 2025</del> <u>Pending</u>
Illinois	May 12, 2025
Indiana	<del>May 19, 24, 2025, as amended</del> <u>November 3, 2025</u>
Maryland	<u>September 5, 2025, as amended</u> <i>Pending</i>
Michigan	May 12, 2025
Minnesota	<u>June 10, 2025, as amended</u> <i>Pending</i>
New York	<del>May 27</del> <u>October 10, 2025, as amended</u> <i>Pending</i>
North Dakota	<del>May 19</del> <u>20, 2025, as amended</u> <i>Pending</i>
Rhode Island	<u>July 11, 2025, as amended</u> <i>Pending</i>
South Dakota	May 16, 2025
Virginia	<u>August 26, 2025, as amended</u> <i>Pending</i>
Washington	<del>Pending</del> <u>Not Filed</u>
Wisconsin	May 16, <u>2025, as amended</u> <u>November 3, 2025</u>

Other states may require registration, filing, or exemption of a franchise under other laws, such as those that regulate the offer and sale of business opportunities or other seller-assisted marketing plans.



## RECEIPT

This disclosure document summarizes certain provisions of the franchise agreement and other information in plain language. Read this disclosure document and all agreements carefully.

If TWO MEN AND A TRUCK SPE LLC offers you a franchise, it must provide this disclosure document to you 14 calendar-days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale. Iowa and New York require that we give you this disclosure document at the earlier of the first personal meeting or 10 business days before the execution of the franchise or other agreement or the payment of any consideration that relates to the franchise relationship. Michigan and Oregon require that we give you this disclosure document at least 10 business days before the execution of any binding franchise or other agreement or the payment of any consideration, whichever occurs first.

If TWO MEN AND A TRUCK SPE LLC does not deliver this disclosure document on time or if it contains a false or misleading statement, or a material omission, a violation of federal and state law may have occurred and should be reported to the Federal Trade Commission, Washington D.C. 20580 and the state agency listed in Exhibit A.

Issuance Date: May 12, 2025, as amended on November 3, 2025

The name, principal business address and telephone number of each franchise seller offering the franchise is as follows (check all that apply):

Franchise sellers at One Glenlake Parkway, 14th Floor, Atlanta, Georgia 30328, 800-756-5656:				
<input type="checkbox"/> Cheryl Ackley	<input type="checkbox"/> Pam Batten	<input type="checkbox"/> <del>Tray Doster</del> Jeff Todd	<input type="checkbox"/> _____	<input type="checkbox"/> _____
Other franchise sellers: _____				

I received a disclosure document dated May 12, 2025, as amended on November 3, 2025, that included the following Exhibits:

A	List of State Administrators	I	Addendum – Mod Market Franchise
B	List of Agents for Service of Process	J	List of Franchisees
C	Franchise Agreement	K	List of Former Franchisees
D	Preliminary Approval Agreement	L	Financial Statements
E	Addendum to Franchise Agreement - Renewal	M	State-Specific Addenda
F	Agreement to Provide Optional Services	N	State Effective Dates and Receipts
G	Non-Disclosure and Confidentiality Agreement		
H	Addendum to Permit Operation without Office in Marketing Area		

\_\_\_\_\_  
Signature (individually and as an officer)

\_\_\_\_\_  
Date Disclosure Document Received

\_\_\_\_\_  
Print Name

PLEASE SIGN AND KEEP FOR YOUR FILES

## RECEIPT

This disclosure document summarizes certain provisions of the franchise agreement and other information in plain language. Read this disclosure document and all agreements carefully.

If TWO MEN AND A TRUCK SPE LLC offers you a franchise, it must provide this disclosure document to you 14 calendar-days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale. Iowa and New York require that we give you this disclosure document at the earlier of the first personal meeting or 10 business days before the execution of the franchise or other agreement or the payment of any consideration that relates to the franchise relationship. Michigan and Oregon require that we give you this disclosure document at least 10 business days before the execution of any binding franchise or other agreement or the payment of any consideration, whichever occurs first.

If TWO MEN AND A TRUCK SPE LLC does not deliver this disclosure document on time or if it contains a false or misleading statement, or a material omission, a violation of federal and state law may have occurred and should be reported to the Federal Trade Commission, Washington D.C. 20580 and the state agency listed in Exhibit A.

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H	Addendum to Permit Operation without Office in Marketing Area		

\_\_\_\_\_  
Signature (individually and as an officer)

\_\_\_\_\_  
Date Disclosure Document Received

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Print Franchisee's Name (if an entity)

**PLEASE SIGN AND RETURN TO:**

Franchise Development  
3400 Belle Chase Way  
Lansing, MI 48911  
Fax number (800) 278-6114  
FranchiseInfo@twomen.com