

FRANCHISE DISCLOSURE DOCUMENT



SPHERION STAFFING, LLC
(A Delaware Limited Liability Company)
One Overton Park
3625 Cumberland Blvd., Suite 500
Atlanta, GA 30339
(888) 218-4417
franchiseinfo@spherion.com
www.spherion.com

Spherion Staffing, LLC offers franchises in the business of providing clients with high quality general staffing services.

The total investment necessary to begin operation of a Spherion General Staffing franchise ranges from \$211,725 to \$423,925, which includes \$30,090 to \$60,100 that must be paid to Spherion 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 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 different formats, contact the franchising department at One Overton Park, 3625 Cumberland Blvd., Suite 500, Atlanta, GA 30339 and (888) 218-4417.

The terms of your contract will govern your franchise relationship. Don't rely on the Disclosure Document alone to understand your contract. Read your entire 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-FTC-HELP or by writing to the FTC at 600 Pennsylvania Avenue, NW, Washington, D.C. 20580. You can also visit the FTC's home page at 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 agencies about them.

Issuance Date: April 18, 2025

		the Year	the Year	
Franchised*	2022	208	215	7
	2023	215	210	-5
	2024	210	189**	-21
Company-Owned	2022	0	0	0
	2023	0	2***	2
	2024	2	3****	1
Total Outlets	2022	208	215	7
	2023	215	212	-3
	2024	212	192	-20

*This number includes our traditional and Area-Based Franchised outlets. The Area-Based Franchise program is described in Item 1. This number also includes two (2) Spherion Professionals franchised outlets that opened in 2022.

**In 2024, 11 of the outlets were consolidated. While the respective franchisees continued operating in the same areas as before and there was no interruption in business operations, these are being reflected as ceased operations.

***Effective December 31, 2023, Spherion franchisee Emmanuel Olanipekun closed his Spherion Professional Staffing Dallas, TX location and exited the Dallas, TX market area. Effective November 12, 2023, Spherion franchisee Dan and Tammy Heinowski closed their Spherion General Staffing Appleton, WI location and exited the Appleton, WI market area.

****Effective September 29, 2024, the Memphis, TN Spherion Franchise owned by Bilal and Omar Aquil terminated their franchise agreement and exited their market.

Note: These figures include On-Premise (sometimes termed “on-site”) locations.

Item 20 Table No. 2
Transfers of Outlets from Franchisees to New Owners
(Other than the Company)
For Years 2022 to 2024

State	Year	Number of Transfers
Alabama	2022	1
	2023	0
	2024	0
California	2022	2
	2023	1
	2024	0
Florida	2022	0
	2023	0
	2024	2
Georgia	2022	0

Item 20 Table No. 3
Status of Franchised Outlets
For Years 2022 to 2024*

State	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non-Renewals	Reacquired by Company	Ceased Operations – Other Reasons	Outlets at End of the Year
Alabama	2022	5	2	0	0	0	2	5
	2023	5	0	0	0	0	0	5
	2024	5	0	0	0	0	0	5
Arizona	2022	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0
	2024	0	1	0	0	0	0	1
Arkansas	2022	1	0	0	0	0	0	1
	2023	1	1	0	0	0	0	2
	2024	2	0	0	0	0	0	2
California	2022	13	3	0	0	0	2	14
	2023	14	3	0	0	0	1	16
	2024	16	1	0	0	1	4	12
Colorado	2022	1	1	0	0	0	0	2
	2023	2	0	0	0	0	0	2
	2024	2	0	0	0	0	0	2
Connecticut	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
Florida	2022	17	1	0	0	0	0	18
	2023	18	0	0	0	0	1	17
	2024	17	0 20	0	0	0	3 1	16
Georgia	2022	9	1	0	0	0	0	10
	2023	10	2	0	0	0	2	10
	2024	10	1 0	0	0	0	4 3	7
Hawaii	2022	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
Idaho	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
Illinois	2022	5	0	0	0	0	0	5
	2023	5	2	0	0	0	2	5
	2024	5	1	0	0	0	1	5
Indiana	2022	16	2	0	0	0	2	16
	2023	16	2	0	0	0	5	13
	2024	13	2	0	0	0	4	9
Kentucky	2022	2	1	0	0	0	1	2
	2023	2	0	0	0	0	0	2
	2024	2	0	0	0	0	0	2
Louisiana		5	0	0	0	0	0	5

State	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non-Renewals	Reacquired by Company	Ceased Operations – Other Reasons	Outlets at End of the Year
	2022							
	2023	5	0	0	0	0	0	5
	2024	5	0	0	0	0	1	4
Maryland	2022	3	1	0	0	0	0	4
	2023	4	0	0	0	0	2	2
	2024	2	0	0	0	0	0	2
Massachusetts	2022	3	2	0	0	0	2	3
	2023	3	0	0	0	0	0	3
	2024	3	10	0	0	0	10	3
Michigan	2022	5	0	0	0	0	0	5
	2023	5	0	0	0	0	0	5
	2024	5	30	0	0	0	30	5
Minnesota	2022	5	0	0	0	0	0	5
	2023	5	3	0	0	0	2	6
	2024	6	20	0	0	0	42	4
Mississippi	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	1	0
	2024	0	0	0	0	0	0	0
Montana	2022	3	1	0	0	0	1	3
	2023	3	0	0	0	0	0	3
	2024	3	0	0	0	0	0	3
Nevada	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	1	0	0	0	0	2
New Jersey	2022	3	3	0	0	0	3	3
	2023	3	0	0	0	0	0	3
	2024	3	0	0	0	0	0	3
New Mexico	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
North Carolina	2022	3	1	0	0	0	0	4
	2023	4	0	0	0	0	1	3
	2024	3	0	0	0	0	0	3
North Dakota	2022	2	0	0	0	0	0	2
	2023	2	0	0	0	0	0	2
	2024	2	0	0	0	0	0	2
Ohio	2022	19	0	0	0	0	1	18
	2023	18	8	0	0	0	7	19
	2024	19	2	0	0	0	3	18
Oklahoma	2022	2	0	0	0	0	0	2
	2023	2	0	0	0	0	0	2
	2024	2	0	0	0	0	0	2
Pennsylvania	2022	23	1	0	0	0	3	21

State	Year	Outlets at Start of Year	Outlets Opened	Terminations	Non-Renewals	Reacquired by Company	Ceased Operations – Other Reasons	Outlets at End of the Year
	2023	21	3	0	0	0	0	24
	2024	24	0	0	0	0	2	22
Rhode Island	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
South Carolina	2022	6	1	0	0	0	0	7
	2023	7	0	0	0	0	2	5
	2024	5	1	0	0	0	0	6
South Dakota	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
Tennessee	2022	3	2	0	0	0	2	3
	2023	3	0	0	0	0	0	3
	2024	3	0	0	0	1	0	2
Texas	2022	22	3	0	0	0	0	25
	2023	25	4	0	0	1	3	25
	2024	25	21	0	0	0	7 6	20
Utah	2022	12	0	0	0	0	0	12
	2023	12	0	0	0	0	1	11
	2024	11	10 1	0	0	0	10 1	11
Vermont	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
Virginia	2022	4	0	0	0	0	0	4
	2023	4	0	0	0	0	1	3
	2024	3	0	0	0	0	0	3
Washington	2022	1	0	0	0	0	0	1
	2023	1	1	0	0	0	0	2
	2024	2	1	0	0	0	0	3
West Virginia	2022	1	0	0	0	0	0	1
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
Wisconsin	2022	6	0	0	0	0	0	6
	2023	6	0	0	0	1	1	4
	2024	4	0	0	0	0	1	3
Totals	2022	208	26	0	0	0	19	215
	2023	215	29	0	0	2	32	210
	2024	210	29 10	0	0	2	48 29	189

*If multiple events occurred affecting an outlet, this table shows the event that occurred last in time.

**In 2024, 11 of the outlets were consolidated. While the respective franchisees continued operating in the same areas as before and there was no interruption in business operations, these are being reflected as ceased operations.