

FRANCHISE DISCLOSURE DOCUMENT

The logo for Merry Maids, featuring the words "merry maids" in a bold, lowercase, sans-serif font. The "merry" is in a lighter weight than "maids", and there is a registered trademark symbol (®) at the end of "maids".

MERRY MAIDS SPE LLC
A Delaware Limited Liability Company
One Glenlake Parkway, 14th Floor
Atlanta, Georgia 30328
800-756-5656
franchisesales@merrymaids.com
www.merrymaids.com

We grant Merry Maids® franchises that offer house and window cleaning services to residential customers who do not have the time or the desire to clean regularly.

The total investment necessary to begin operation of a Merry Maids® franchise ranges from \$126,880 to \$165,610. This includes \$61,998 to \$62,497 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 agreements carefully. You must receive this disclosure document at least 14 calendar-days before you sign a binding agreement or make any payment 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 Franchise Sales office at One Glenlake Parkway, 14th Floor, Atlanta, Georgia 30328, or by phone at 800-756-5656.

The terms of your franchise agreement will govern your franchise relationship. Don't rely on the disclosure document alone to understand your franchise agreement. Read all of your franchise agreement carefully. Show your franchise agreement 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 of 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 ("FTC"). You can contact the FTC at 1.877.FTC.HELP or by writing to the FTC at 600 Pennsylvania Avenue, N.W., Washington, D.C. 20580. You can also visit the FTC's home page at www.ftc.gov for additional information. In addition, there may also be laws on franchising in your state. Ask your state agency or visit your public library for other sources of information on franchising.

The issuance date of this disclosure document is May 9, 2024, as amended on September 9, 2024.

("National Accounts") for our franchisees to provide services to their employees, residents, or other affiliated individuals in accordance with negotiated rates and terms. If you choose to participate in the National Accounts Program, you must adhere to the terms and conditions required by these National Accounts when you provide services for a National Account customer. You may be required to sign a service provider agreement with us and pay an administration fee to be applied to the expenses incurred in operating a National Accounts Program. You have the option of declining a lead from a National Account, but you must refer the lead back to us.

If you participate in the National Accounts Program, you will be eligible to receive leads for customers located within your Territory. However, we have the absolute right to distribute leads or not distribute leads according to our judgment. There is no guarantee that if you are part of the National Accounts Program you will get any leads. If you do not participate in the National Accounts Program, we have the right to refer the leads in your Territory to other cleaning or maid services businesses.

Competition

Your competitors include live-in providers of in-home cleaning services, other national and regional companies who franchise similar businesses and their franchisees, and individuals, companies and partnerships of varying sizes and scopes who offer cleaning services.

Industry-Specific Regulations

We do not know of any specific federal industry specific regulations which would govern the operation of the Franchised Business. You will be responsible for contacting your local and state government agencies regarding restrictions of the operation of the Franchised Business and for complying with any federal, state, or local laws and regulations.

ITEM 2: BUSINESS EXPERIENCE

Chief Executive Officer: ~~Greg Weller~~Jon Nobis

Mr. ~~Weller~~Nobis has been the Chief Executive Officer for us, each of the other SM Franchisors, SM Manager, RW Purchaser, and a number of other related entities since ~~December 2022~~September 2024. He has also been a Manager of RW Parent since ~~December 2022~~. ~~From December 2022 to April 2023, he served as Chief Executive Officer for AmeriSpec SPE LLC ("AmeriSpec") and Furniture Medic SPE LLC ("Furniture Medic"). From March 2015 to December 2022, Mr. Weller served in various positions for SiteOne Landscape Supply in Atlanta, Georgia, including Division President from October 2021 to December 2022, Executive Vice President of Operations from February 2020 to October 2021, and Senior Vice President Operations from May 2019 to February 2020, and Senior Vice President Supply Chain, Real Estate and Operations Excellence from January 2017 to May 2019. Mr. Weller~~September 2024. From November 2021 to September 2024, Mr. Nobis served as the Chief Information Officer for SM Manager in Atlanta, Georgia. From March 2018 to April 2022, he was the Chief Executive Officer for Two Men and a Truck/International, LLC in Lansing, Michigan. Mr. Nobis serves in his present capacities in Atlanta, Georgia.

President: Jean Grossman

Ms. Grossman has been our President since January 2023. From November 2021 to January 2023, she served as Chief Operations Officer of Buff City Soap, LLC in Dallas, Texas. From April 2019 to November 2021, she served as Chief Franchise Officer for European Wax Center in Plano, Texas. Ms. Grossman serves in her present capacity in Ashbury Park, New Jersey.

Chief Financial Officer & Treasurer: Anand Naimpally Sunil Doshi

Mr. ~~Naimpally~~Doshi has been the Chief Financial Officer & Treasurer for us, each of the other SM Franchisors, SM Manager, RW Parent, RW Purchaser, and a number of other related entities since ~~May 2023~~. ~~From June 2019 to March 2023, he served as the~~August 2024. ~~From March June 2020 to July 2024, he served in a variety of roles for Fossil Group, Inc. in Richardson, Texas, including Executive Vice President, Chief Financial Officer and Treasurer from March 2021 to June 2024 and Senior Vice President Corporate Finance for Inspire Brands in Atlanta, Georgia. From August 2014 to December 2018, Mr. Naimpally was the Senior Vice President/Global Operations Finance for Hilton Worldwide in McLean, Virginia. Mr. Naimpally, 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.~~

General Counsel: 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. 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.

Senior Vice President of Development: Daniel Laughlin

Mr. Laughlin has been the Senior Vice President of Development for us, each of the other SM Franchisors, SM Manager, RW Parent, RW Purchaser, and a number of other related entities since April 2023. From December 2021 to March 2023, he worked as Vice President of Corporate Development at Marcone Supply in St. Louis, Missouri. From May 2021 to November 2021, he served as Senior Vice President of Corporate Development for Hydrobuilder Holdings LLC in Greenwood Village, Colorado. From December 2014 to April 2021, he served as Vice President Strategy and Corporate Development for SiteOne Landscape Supply, LLC in Atlanta, Georgia. Mr. Laughlin serves in his present capacities in Charlotte, North Carolina.

Franchise Development Manager: Amber James

Ms. James has been a Franchise Development Manager for us since February 2022. From February 2021 to February 2022, she was a Sr. Franchise Business Consultant for Another Broken Egg of America Franchising, LLC in Atlanta, Georgia. From January 2017 to February 2021, she was an Operations Service Manager for Double R Restaurant Group, LLC in Atlanta, Georgia. Ms. James serves in her present capacities in Atlanta, Georgia.

Franchise Development Manager: Rochelle Castiglione

Ms. Castiglione has been Franchise Development Manager for us since April 2022. From January 2021 to April 2022, she served as Franchise Development Manager for Papa Johns International Inc. in Atlanta, Georgia. From March 2020 to January 2021, she was in between positions. From August 2019 to March 2020, she was the VP of Franchising & National Sales for Social Indoor Franchising, LLC in Minnetonka, Minnesota. From April 2014 to August 2019, Ms. Castiglione served as Director of Franchising for AllOver Media Franchising, LLC in Phoenix, Arizona. Ms. Castiglione serves in her present capacities in Atlanta, Georgia.

FDD EXHIBIT J

State Effective Dates

The following states have franchise laws that require that the Franchise Disclosure Document be registered or filed with the state, 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:

State	Effective Date
California	August 20, 2024, as amended on <i>Pending</i>
Hawaii	May 30, 2024, as amended on <i>Pending</i>
Illinois	May 9, 2024, as amended on September 9, 2024
Indiana	May 14, 2024, as amended on September 9, 2024
Maryland	Pending
Michigan	May 13, 2024, as amended on September 9, 2024
Minnesota	August 27, 2024, as amended on <i>Pending</i>
New York	August 20, 2024, as amended on <i>Pending</i>
North Dakota	June 27, 2024, as amended on <i>Pending</i>
Rhode Island	May 19, 2024, as amended on <i>Pending</i>
South Dakota	May 14, 2024, as amended on September 9, 2024
Virginia	June 20, 2024, as amended on <i>Pending</i>
Washington	Pending
Wisconsin	May 14, 2024, as amended on September 9, 2024

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 seller-assisted marketing plans.

