

FRANCHISE DISCLOSURE DOCUMENT



Ringside Development Company d/b/a Bio-One Colorado, Inc.
An Arizona Corporation Authorized to Do Business in Colorado
761 W. 1200 N.
Springville, UT 84663
303-552-8857
www.BioOneInc.com
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The franchise offered is for the establishment and operation of a restoration services business providing residential and commercial removal of regulated and non-regulated bio-medical waste with additional services such as cleaning, disinfecting, hoarding remediation, medical waste, and sharp-instruments removal.

The total investment to begin operations of a Bio-One franchise is \$134,645 to \$221,095. This includes \$103,095 that must be paid to the franchisor or affiliate.

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 can 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 government 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 Ben Kramer at 761 W. 1200 N., Springville UT 84663, 303-552-8857.

The terms of your contract will govern your franchise relationship. Do not 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-FTC-HELP 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 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 (Exhibit A).

The issuance date is: April 8, 2026

How to Use This Franchise Disclosure Document

Here are some questions you may be asking about buying a franchise and tips on how to find more information:

QUESTION	WHERE TO FIND INFORMATION
How much can I earn?	Item 19 may give you information about outlet sales, costs, profits or losses. You should also try to obtain this information from others, like current and former -franchisees. You can find their names and contact information in Item 20 or Exhibit D.
How much will I need to invest?	Items 5 and 6 list fees you will be paying to the franchisor or at the franchisor’s direction. Item 7 lists the initial investment to open. Item 8 describes the suppliers you must use.
Does the franchisor have the financial ability to provide support to my business?	Item 21 or Exhibit G includes financial statements. Review these statements carefully.
Is the franchise system stable, growing, or shrinking?	Item 20 summarizes the recent history of the number of company-owned and franchised outlets.
Will my business be the only Bio-One business in my area?	Item 12 and the “territory” provisions in the franchise agreement describe whether the franchisor and other franchisees can compete with you.
Does the franchisor have a troubled legal history?	Items 3 and 4 tell you whether the franchisor or its management have been involved in material litigation or bankruptcy proceedings.
What's it like to be a Bio-One franchisee?	Item 20 or Exhibit B lists current and former franchisees. You can contact them to ask about their experiences.
What else should I know?	These questions are only a few things you should look for. Review all 23 terns and all Exhibits in this disclosure document to better understand this franchise opportunity. See the table of contents.

What You Need To Know About Franchising Generally

Continuing responsibility to pay fees. You may have to pay royalties and other fees even if you are losing money.

Business model can change. The franchise agreement may allow the franchisor to change its manuals and business model without your consent. These changes may require you to make additional investments in your franchise business or may harm your franchise business.

Supplier restrictions. You may have to buy or lease items from the franchisor or a limited group of suppliers the franchisor designates. These items may be more expensive than similar items you could buy on your own.

Operating restrictions. The franchise agreement may prohibit you from operating a similar business during the term of the franchise. There are usually other restrictions. Some examples may include controlling your location, your access to customers, what you sell, how you market, and your hours of operation.

Competition from franchisor. Even if the franchise agreement grants you a territory, the franchisor may have the right to compete with you in your territory.

Renewal. Your franchise agreement may not permit you to renew. Even if it does, you may have to sign a new agreement with different terms and conditions in order to continue to operate your franchise business.

When your franchise ends. The franchise agreement may prohibit you from operating a similar business after your franchise ends even if you still have obligations to your landlord or other creditors.

Some States Require Registration

Your state may have a franchise law, or other law, that requires franchisors to register before offering or selling franchises in the state. Registration does not mean that the state recommends the franchise or has verified the information in this document. To find out if your state has a registration requirement or to contact your state, use the agency information in Exhibit A.

Your state also may have laws that require special disclosures or amendments be made to your franchise agreement. If so, you should check the State Specific Addenda. See the Table of Contents for the location of the State Specific Addenda.

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 mediation, arbitration, and/or litigation only in the state of our headquarters (presently Utah). Out-of-state mediation, arbitration, or litigation may force you to accept a less favorable settlement for disputes. It may also cost more to mediate, arbitrate, or litigate with the franchisor in Utah than in your own state.
2. **Mandatory Minimum Payments.** You must make minimum royalty or marketing fund payments, regardless of your sales levels. Your inability to make the payment may result in the termination of your franchise and loss of your investment.
3. **Spousal Liability.** We reserve the right to require a spouse, significant other, or similar domestic partners to sign a personal guaranty or acknowledgment. If we require your spouse to sign a document that makes your spouse liable for all financial obligations under the franchise agreement, even though your spouse has no ownership interest in the franchise. This guarantee will place both your and your spouse's marital and personal assets, perhaps including your house, at risk, if your franchise fails.

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.

**NOTICE REQUIRED BY THE STATE OF MICHIGAN
(THE FOLLOWING APPLIES TO TRANSACTIONS GOVERNED BY MICHIGAN
FRANCHISE INVESTMENT LAW)**

THE STATE OF MICHIGAN PROHIBITS CERTAIN UNFAIR PROVISIONS THAT ARE SOMETIMES IN FRANCHISE DOCUMENTS. IF ANY OF THE FOLLOWING PROVISIONS ARE IN THESE FRANCHISE DOCUMENTS, THE PROVISIONS ARE VOID AND CANNOT BE ENFORCED AGAINST YOU:

Each of the following provisions is void and unenforceable if contained in any documents relating to a franchise:

A prohibition of the right of a Franchisee to join an association of Franchisees.

A requirement that a Franchisee assent to a release, assignment, novation, waiver, or estoppel that deprives a franchisee of rights and protections provided in this act. This does not preclude a franchisee, after entering into a Franchise Agreement, from settling any and all claims.

A provision that permits a franchisor to terminate a franchise prior to the expiration of its term except for good cause. Good cause shall include the failure of the franchisee to comply with any lawful provision of the Franchise Agreement and to cure such failure after being given written notice thereof and a reasonable opportunity, which in no event need be more than 30 days, to cure such failure.

A provision that permits a franchisor to refuse to renew a franchise without fairly compensating the franchisee by repurchase or other means for the fair market value at the time of expiration of the franchisee's inventory, supplies, equipment, fixtures, and furnishings. Personalized materials that have no value to the franchisor and inventory, supplies, equipment, fixtures, and furnishings not reasonably required in the conduct of the franchise business are not subject to compensation. This subsection applies only if: (a) the term of the franchise is less than five years, and (b) the franchisee is prohibited by the franchise or other agreement from continuing to conduct substantially the same business under another trademark, service mark, trade name, logotype, marketing or other commercial symbols in the same area subsequent to the expiration of the franchise or the franchisee does not receive at least six months advance notice of franchisor's intent not to renew the franchise.

A provision that permits the franchisor to refuse to renew a franchise on terms generally available to other franchisees of the same class or type under similar circumstances. This section does not require a renewal provision.

A provision requiring that arbitration or litigation be conducted outside this state. This will not preclude the franchisee from entering into an agreement, at the time of arbitration or litigation, to conduct arbitration or litigation at a location outside this state.

A provision that permits a franchisor to refuse to permit a transfer of ownership of a franchise, except for good cause. The subdivision does not prevent a franchisor from exercising a right of first refusal to purchase the franchise. Good cause shall include, but is not limited to:

The failure of the proposed transferee to meet the franchisor's then-current reasonable qualifications or standards.

The fact that the proposed transferee is a competitor of the franchisor or subfranchisor.

The unwillingness of the proposed transferee to agree in writing to comply with all lawful obligations.

The franchisee's failure or proposed transferee to pay any sums owing to the franchisor or to cure any default in the Franchise Agreement existing at the time of the proposed transfer.

A provision that requires the franchisee to resell to the franchisor items that are not uniquely identified with the franchisor. This subdivision does not prohibit a provision that grants to a franchisor a right of first refusal to purchase the assets of a franchise on the same terms and conditions as a bona fide third-party willing and able to purchase those assets, nor does this subdivision prohibit a provision that grants the franchisor the right to acquire the assets of a franchise for the market or appraised value and has failed to cure the breach in the manner provided in subdivision (c).

A provision that permits the franchisor to directly or indirectly convey, assign, or otherwise transfer its obligations to fulfill contractual obligations to the franchisee unless a provision has been made for providing the required contractual services.

If the franchisor's most recent financial statements are unaudited and show a net worth of less than \$100,000, the franchisee may request the franchisor to arrange for the escrow of the initial investment and other funds paid by the franchisee until the obligations, if any, of the franchisor to provide real estate, improvements, equipment, inventory, training or other items included in the franchise offering are fulfilled. At the option of the franchisor, a surety bond may be provided in place of escrow.

THE FACT THAT THERE IS A NOTICE OF THIS OFFERING ON FILE WITH THE ATTORNEY GENERAL DOES NOT CONSTITUTE APPROVAL, RECOMMENDATION, OR ENFORCEMENT BY THE ATTORNEY GENERAL.

Any questions regarding this notice should be directed to the Department of Attorney General, State of Michigan, Department of the Attorney General, G. Mennen Williams Building, 7th Floor, 525 W. Ottawa Street, P.O. Box 30212, Lansing, MI 48909, and telephone (517) 335-7622.

THE MICHIGAN NOTICE APPLIES ONLY TO FRANCHISEES WHO ARE RESIDENTS OF MICHIGAN OR LOCATE THEIR FRANCHISES IN MICHIGAN

Though the State of Michigan intends to enforce the above, we reserve the right to challenge such enforcement.

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RINGSIDE DEVELOPMENT COMPANY D/B/A BIO-ONE COLORADO, INC
FRANCHISE DISCLOSURE DOCUMENT

ITEM 1

THE FRANCHISOR, AND ANY PARENTS, PREDECESSORS, AND AFFILIATES

To simplify the language in this Disclosure Document, the use of the word “we,” “us,” or similar pronouns means the Franchisor Ringside Development Company d/b/a Bio-One Colorado, Inc. “You” and similar pronouns mean the person or corporation, partnership, or other entity (Legal Entity), including your owners, stockholders, or partners, who are buying the right to operate under the Franchise Agreement.

The Franchisor, Any Parents, and Its Predecessors and Affiliates

We are an Arizona corporation that was formed on May 28, 2010, and have conducted business of the type to be operated by your franchise since May 2010. We moved our headquarters to Colorado and filed in Colorado as a foreign corporation on March 24, 2016. We also do business under the name “Bio-One™” and “The Crime and Trauma Scene Cleaning Franchise™.” Our principal business address is 761 W. 1200 N., Springville UT 84663, 303-552-8857. We have no predecessors.

As of July 21, 2021, our parent company is FS PEP Holdco, LLC, an affiliate of Princeton Equity Group, LLC, a private equity firm based in Princeton, New Jersey.

We also have one affiliate that provides goods or services to our franchisees. Five Star Connect, Inc. provides centralized call center services to our franchisees as well as to Five Star Bath Solutions franchisees and other customers not affiliated with our brand. Five Star Connect does business under the name “Pronexis.” Pronexis has offered its call center services since January 2015. The principal business address of Pronexis is 761 W. Spring Creek Pl., Suite 100, Springville, Utah 84663. As of December 31, 2024, it has 0 franchises in operation.

Our affiliate Bio-One IP Group, LLC, is a Colorado limited liability company (IP Affiliate) formed on May 25, 2018. Its address is the same as ours. We assigned our Mark to our IP Affiliate on June 28, 2018, and our IP Affiliate immediately granted us a license to use the Marks in conjunction with this franchise offering. It does not franchise in this or any other line business.

BBC Holdings, LLC has offered premium boutique fitness franchises offering high-intensity interval training workouts since 1998, from its principal address of 2214 NW 1st Pl, Miami, Florida 33127. As of December 31, 2025, it had 28 franchised locations.

Five Star Bath, L.L.C. has offered bathroom renovation franchises since 2015, from its principal business address of 761 W. Spring Creek Pl., Springville, Utah 84663. As of December 31, 2025, it had 348 franchises in operation.

Gotcha Covered Franchising, LLC has offered window covering and treatment franchises since 2009, from its principal business address of 6251 Greenwood Plaza Blvd Suite 170, Greenwood Village, CO 80111. As of December 31, 2025, it had 163 franchises in operation.

Ringside Development Company has offered hazardous material cleaning service franchises since 2010, from its principal business address of 761 W. Spring Creek Pl., Springville, Utah 84663. As of December 31, 2025, it had 127 franchises in operation.

1-800-Packouts Franchise LLC has offered contents restoration service franchises since 2015, from its principal business address of 761 W. Spring Creek Pl., Springville, Utah 84663. As of December 31, 2025, it had 57 franchises in operation.

Mosquito Shield Franchise, LLC has offered mosquito treatment service franchises since 2013, from its principal business address of 500 E. Washington St. #24, North Attleboro, Massachusetts 02760. As of December 31, 2025, it had 407 franchises in operation.

Five Star Connect, Inc. has been in the business of delivering support services to franchise systems since 2015, including to us and some of our affiliates; these services include call center, software, and marketing services. The principal business address of Five Star Connect, Inc. is 761 W. Spring Creek Pl., Springville, Utah 84663.

SB Oil Change Franchising, LLC has offered Strickland Brothers 10 Minute Oil Change franchises since 2019, from its principal business address of 301 North Main Street, Suite 1600, Winston Salem, North Carolina 27101. As of December 31, 2025, it had 57 franchises in operation.

CMY Franchising, LLC has offered yard greeting franchises since 2017, from its principal business address of 3917 Double Dome Road, Austin, Texas 78734. As of December 31, 2025, it had 507 franchises in operation.

D1 Sports Franchise LLC, has offered athletic performance training facility franchises since 2015, from its principal address of 7115 S. Springs Drive, Franklin, Tennessee 37067. As of December 31, 2025, it had 157 franchises in operation.

Stretch Zone Franchising LLC has offered Stretch Zone franchises since 2016, from its principal business address of 6700 North Andrews Avenue, # 210, Fort Lauderdale, Florida 33309. As of December 31, 2025, it had 414 franchises in operation.

Pirtek USA LLC has offered hydraulic and industrial hose replacement franchises since 1997, from its principal business address of 300 Gus Hipp Boulevard, Rockledge, Florida 32955. As of December 31, 2025, it had 194 franchises in operation.

Ellie Fam LLC has offered outpatient counseling and therapy clinic franchises since 2021, from its principal business address of 1345 Mendota Heights Road, Suite 800, Mendota Heights, Minnesota 55120. As of December 31, 2025, it had 227 franchises in operation.

KidStrong Franchising LLC has offered "whole child" development program franchises focused on physical fitness, leadership, and confidence building since 2019, from its principal business address of 3801 Parkwood Boulevard, Suite 301, Frisco, Texas 75034. As of December 31, 2025, it had 165 franchises in operation.

Amped Fitness 1, LLC has operated high-value, low-price fitness clubs since 2016, from its principal business address of 2001 N Federal HWY Unit 309 Pompano Beach, Florida 33062. As of December 31, 2025, it had 0 franchises in operation.

Five Star Flooring Franchise, LLC has offered flooring replacement, installation, and repair service franchises beginning in 2026, from its principal business address of 761 W. Spring Creek Pl. #300, Springville, Utah 84663. As of December 31, 2025, it had 0 franchises in operation.

Decorate With Lights Corp. has offered holiday and permanent lighting and decorative service franchises beginning in 2021, from its principal business address of 761 W. Spring Creek Pl. #300, Springville, Utah 84663. As of December 31, 2025, it had 15 franchises in operation.

None of our affiliates has ever operated a Bio-One business.

We do not offer franchises in any other line of business and do not operate a business of the type being offered here.

The Business

Under the franchise, we offer you the right to establish and operate a restoration services business providing residential and commercial removal of regulated and non-regulated bio-medical waste with additional services such as cleaning, disinfecting, hoarding remediation, medical waste, and sharp-instruments removal. (Business).

You will be subject to an initial criminal background check before you sign the Franchise Agreement.

This Franchise Disclosure Document (FDD) and the Franchise Agreement describe the terms and conditions for which we currently offer franchises to new franchisees. As the needs of the market change, we will occasionally offer franchises under different terms and conditions.

The “System” is our proprietary, confidential, and trade secret information. The System includes but is not limited to: the trademarks, service marks, and logos (Marks); the manner and method of training that we deliver to you; the operations manuals (which may be in paper or electronic format and may be changed and updated by paper or electronic notices including email and texts - “Franchisee Manuals”), standards and procedures that you will use in the day-to-day operation of the Business; your client list (Client List), and any copyrighted, trade secret or confidential information owned by us, including this FDD, the Franchise Agreement, and the Franchisee Manuals. You must operate under our System.

Prior Business Experience

We have been franchising since 2010.

Competition and Laws Affecting the Business

You will be marketing to the general public and to governmental institutions such as police departments and fire stations that are called out to crime scenes, and to injury/death scenes at which bio-medical wastes are found. You will also be marketing to the general public seeking hoarding remediation, sanitizing homes or business, and similar cleanup opportunities. The market is emerging but fragmented, with services being available from competitors in some locations while no competition is found in others. The business is not seasonal. You will be competing against other local and national firms that offer the same or similar services as you may be offering. You will also compete against other franchisees of our system.

Most states and local jurisdictions have enacted laws, rules, regulations, and ordinances, which may apply to the operation of your business, including occupational health and safety, labor, licensing and bonding, insurance, and marketing. You may need to obtain a contractor’s license or technician certification from the Institute of Inspection Cleaning and Restoration Certification (IICRC). You must abide by the requirements of (a) the Payment Industry Data Security Standards (PCI-DSS). You (and not we) are solely responsible for adhering to these requirements. You will receive your Bio-One training certification after completion of our training course. Additionally, you may need to obtain other certifications and be a licensed contractor or engineer, depending on your local or state requirements. You must investigate and comply with all applicable federal, state, county, and city laws and regulations. You alone are responsible for complying with all applicable laws and regulations.

ITEM 2

BUSINESS EXPERIENCE

President and Member of Board of Directors: Ben Kramer

Ben Kramer is our President, working from our Greenwood Village, Colorado office, and has held such role since July 2025. He was previously President of Company Owned Operations for FRS Team by Customer Commercial, Inc. in the Denver, Colorado metro area from January 2024 through July 2025, and Senior Vice President of Operations for the same company from July 2022 through February 2024. His prior role was as Vice President of Isolation Products for Lamons, in the Denver, Colorado metro area from December 2012 through July 2022.

Chief Revenue Officer - J. Andrew Mengason

J. Andrew Mengason is our Chief Revenue Officer, since January 2026, and previously held the role of Chief Growth Officer, working out of Springville, Utah, and has held such role from February 2022 through January 2026. He is CEO and President of Madison Range Investments, located in Birmingham, Michigan and has held such role since May 2018. His prior roles included President and Chief Operating Officer of Mesa Systems, LLC, in Salt Lake City, Utah, from January 2019 to January 2021.

Chief Growth Officer - Colt Florence

Colt Florence is our Chief Growth Officer, holding such role since January 2026. He was previously our Senior Vice President of Franchise Development, working from our Springville, Utah office, and held such role from July 2024 through January 2026. He was previously Vice President of Franchise Development for Authority Brands, working from the greater Salt Lake City, Utah area, from April 2021 through July 2024, and previously was Franchise Development Manager for Authority Brands from June 2020 through April 2021. He had a prior role as Vice President of Sales/Development with Better Way Franchise Group, in the greater Salt Lake City, Utah area, from June 2018 through June 2020.

Vice President of Operations – Claire Bengé

Ms. Bengé has been our Vice President of Operations, working out of our Springville, Utah office, and has held this role since January of 2024. She was previously Director of Field Support, with Property Management Inc. in Lehi, Utah, from July 2020 through December 2023, and previously Small Business Consultant and Training Specialist for Great Harvest Bread Co. in Dillon, Montana, from December 2017 through July 2020.

ITEM 3

LITIGATION

Current Actions:

A former franchisee, Kevin Jameson, filed a complaint in the Superior Court of Alameda County, California, Case No. 24CV095186, captioned Kevin Jameson v. Ringside Development Company, which was served on and received by us on November 18, 2024 after being filed on October 9, 2024. It states various civil claims relating to the franchise relationship, including for breach of contract and relating to use of required supplies, and seeks monetary damages for alleged losses. We intend to vigorously defend against all such claims as well as asserting or seeking to uphold all of our rights and remedies including claims for lost profits, and enforcement of the non-competition provisions of the franchise agreement. The case was removed by us to the Federal District Court for the Northern District of California, with the same caption, and its new case number there is 24-cv-08654-CRB, where the Court has entered a stay of the action, pending arbitration with JAMS.

Former franchisees, Latrice Gonzalez, Rene Flohr, and Lik Chuen Tai (and their affiliated entities, respectively) have filed substantively identical arbitration matters with JAMS to that of Mr. Jameson, with no prior court filings, likewise pending arbitration. They likewise assert civil claims relating to the franchise relationship, including for breach of contract and relating to use of required supplies, and seeks monetary damages for alleged losses. We intend to vigorously defend against all such claims as well as asserting or seeking to uphold all of our rights and remedies including claims for lost profits, and enforcement of the non-competition provisions of the franchise agreement. In each of these matters, the prerequisites to arbitrate had not been met by the former franchisees, and as a result, an arbitrator has only recently been appointed to hold administrative/scheduling conferences, with no written or deposition discovery yet conducted nor mediation held.

Our former franchisee, Travis Nichols, with his affiliated entity, has filed an arbitration proceeding with JAMS, in which he makes various civil claims relating to the franchise relationship, including for breach of contract and relating to use of required supplies, and seeks monetary damages for alleged losses. We have prosecuted our claims aggressively and vigorously defended against all such franchisee claims as well as asserting or seeking to uphold all of our rights and remedies including claims for lost profits, and enforcement of the non-competition provisions of the franchise agreement. The matter has had an arbitration hearing, but no ruling has yet issued.

Bio-One, as a franchisor, initiated three arbitration matters as a result of franchisees who ceased reporting, appeared to cease operating, and following such demonstrated indications that they were operating competing concepts also under the “Havok Restoration” affiliation. These are against Oscar Prado, Rhianna Rodgers, and Kory Tharp. These have been filed, but no arbitrator selection has commenced.

Prior Actions:

On November 7, 2018, the State of California (through the Commissioner of the Department of Business Oversight now the Department of Financial Protection and Innovation) and we entered into a “Consent Order” captioned: In the Matter of

RINGSIDE DEVELOPMENT COMPANY dba BIO-ONE, INC., for which no case number or similar number was assigned. In the consent, we admitted that we sold a franchise in California without being properly registered. In settling the matter, we paid the state \$2,500 and agreed to desist and refrain from the further offer or sale of franchises in California unless and until the offers have been duly registered with California under the California Franchise Investment Law (Corp. Code, §31000 et seq.)

On October 5, 2020, the State of Illinois (through the Attorney General's Office) and we entered into an "Assurance of Voluntary Compliance" (Assurance) captioned: In the Matter of RINGSIDE DEVELOPMENT COMPANY dba BIO-ONE, INC., for which no case number or similar number was assigned. In the Assurance, we admitted that we sold a franchise in Illinois in 2016 without being properly registered. In settling the matter, we paid the state \$2,000 and agreed to desist and refrain from the further offer or sale of franchises in Illinois unless and until our disclosure document has been registered in Illinois.

On November 4, 2020, the State of Washington, **through and with the Securities Division of the Washington Department of Financial Institutions**) and we entered into a Consent Order (Order) captioned: In the Matter of Determining Whether There Has Been a Violation of the Franchise Investment Protections Act of Washington by: Ringside Development Company d/b/a Bio-One Colorado, Inc., and which document is assigned Order Number: S-20-3007-20-CO01. In the Order and though we (including our agents and employees) did not admit or deny the allegations contained in the Order, we (including our agents and employees) agreed to cease and desist from (i) offering or selling franchises in violation of the Franchise Investment Protection Act (FIPA); and (ii) any other violation of the FIPA. In addition, we agreed to pay Washington's investigative fee in the amount of \$1,000.00.

On May 27, 2021, the State of California (through the Commissioner of the Department of Financial Protection and Innovation) and we entered into a "Consent Order" captioned: In the Matter of RINGSIDE DEVELOPMENT COMPANY dba BIO-ONE, INC., for which no case number or similar number was assigned. In the Consent Order, the Commissioner found that we failed to state a material fact by omitting disclosure in our 2021 application for franchise registration that our former president and sole member of the board who served from January 1, 2021, to May 17, 2021, had three felony convictions in 2007. To avoid delay and costs of litigation, we settled the matter by agreeing to desist and refrain from violating Section 31200 of the California Franchise Investment Law.

ITEM 4

BANKRUPTCY

No bankruptcy information is required to be disclosed in this Item.

ITEM 5

INITIAL FEES

The initial franchise fee (IFF) is \$60,000.

We offer a veteran and first responder discount program. If you meet the requirements for this program, you may qualify for a 15% discount to your Initial Franchise Fee. If you believe you may be eligible, contact us for details about this program. We also offer a multi-unit discount of \$10,000 if you acquire more than one franchise at the same time.

We will deliver the Bio-One Application ("Application" - Exhibit H to this FDD) to you when you receive this FDD. The IFF represents payment for expenses incurred by us in furnishing valuable resources to you, including the Manuals, training, and the pre-opening services (Item 11), for the payment of any sales costs and a profit.

You are required to purchase from our approved vendor, an affiliate, or us your initial package (a Quick Start Package or "QSP") of equipment, tools, and supplies needed to open your business (QSP Package). The QSP Package includes hand tools, cleaning supplies (including solvents and cleaning liquids), sponges, pails, "QSP Consumables" (including bio-hazardous-compliant suits, gloves, masks, hazardous-waste transport containers, and similar items that are consumed at a job site,) vacuums, shelving for your business vehicle (if shelving is not already installed in the vehicle), and other equipment needed to operate the Business. The cost for the QSP Package \$39,500 (QSP Cost, plus applicable tax, tariff, and freight/shipping costs) may increase depending on any extra equipment or supplies you may wish to purchase. You must pay the QSP Cost at the time

you pay your IFF. If you acquire your franchise in connection a resale purchase from an existing franchisee, you are required to purchase all missing components of the then-current QSP Package. Your QSP components must be replenished periodically.

You will pay us \$1,595 as your “Technology Startup Fee” that will be used for such technology-related startup costs associated with website costs, search engine optimization, call center setup, securing a domain for your franchised Business and the associated local telephone number.

You and your owners and manager(s) are required to take our “OSHA (Occupational Safety and Health Administration) Training,” for which you will pay our then-current “OSHA Training Fee” that now is \$2,000. (Item 11).

You will pay us a \$2,000 Annual Conference Registration Deposit, due within seven (7) days of signing your franchise agreement, which will be applied to the actual attendance fee for your first attendance at the first annual conference available to you after you have completed your training. If any portion of this deposit is not required as part of that annual conference attendance or registration fee, it will be credited to you on your invoice following the annual conference. Failure to attend the conference will result in forfeiture of the \$2,000 deposit.

Except as stated above, all fees are payable in one lump sum, are uniform, and are non-refundable. You pay our Affiliates or us no other fees or payments for services or goods before your Business opens.

ITEM 6

OTHER FEES

TYPE OF FEE (Note 1)	AMOUNT	DUE DATE	REMARKS
Royalty	The greater of the applicable Minimum Royalty or 7.5% (Percentage Royalty) of “Gross Sales.” Note 2.	Payable by you on or before the 16th day of each month.	Payable to us by electronic funds transfer (EFT) by a preauthorized automated clearinghouse (ACH) transaction.
Marketing Fee	The greater of \$200 or our then-current fee that now is 2% of the Gross Sales.	Payable with Royalty.	Used to fund national branding events and marketing materials. We may increase at any time up to no more than 3% of the Gross Sales. We will give you no less than 60 days prior written notice before any increase. Payable to us.
Local Advertising Fee	The greater of \$3,000 or 5% of Gross Sales.	As incurred.	You pay local suppliers, subject to our approval. The Local Advertising Fee will also be used for internet marketing. We may require your expenditures to be used in Regional Advertising Cooperative.
Regional Advertising Cooperative Fee	Currently \$0.00. If a Regional Advertising Program is established, you may be required to contribute a specified part of your Local Advertising Fee to the Regional Advertising Cooperative.	Payable with Royalty.	Payable to Cooperative. We have not determined any formula for calculating the percentage of your Local Advertising Fee that would be paid to the Cooperative.
Accounting Software Fees	\$0 to \$250 per month	As incurred.	If we designate accounting software as a requirement for franchisee use, you must use the designated accounting software provided by our designated

TYPE OF FEE (Note 1)	AMOUNT	DUE DATE	REMARKS
			vendor(s). This fee may be paid directly to the vendor, or may be paid to us for payment to the vendor.
Technology Maintenance Fee	Our then-current fee that now is \$650 per month (allocated as \$100 for the current Technology Fee and \$550 for the current Software Fee).	Payable at the same time as the Royalty.	This covers our cost to maintain your landing page and to provide certain software or software-as-a-service features through designated vendors. We may increase this fee at any time and in any amount after first giving you no less than 60 days prior written notice. Payable to our approved vendor or us.
Additional Training Fee	The then-current fee that is now \$1,500 plus your travel room and board if you travel to us.	14 days before the visit.	Note 3.
OSHA Training Fee	Our then-current fee that is now \$2,000, plus your travel room and board.	As incurred, within 7 days of signing your agreement.	We have the right to increase this fee by any amount without limitation after first giving you 60 days prior written notice.
Substitute or New Designated Manager Training Fee	Our then-current fee that now is \$1,500 per person, plus your expense in attending.	14 days before the course begins.	Payable to us to train any replacement Designated Manager. We have the right to increase this fee by any amount without limitation after first giving 60 days prior written notice.
Conference Attendance Fee	Our then-current fee.	As incurred	We may increase this at any time and in any amount after giving you no less than 60 days prior written notice.
Additional Conferences, Seminars, or Programs	Our then-current fee.	As incurred.	We may offer other conferences or seminars at a frequency we determine. Some may be mandatory and we may charge tuition. We have no criteria for determining tuition and thus cannot now quote a fee. We will give you no less than 60 days prior written notice before we assess tuition.
Mandatory Non-Attendance Fee	Our then-current fee that now is \$1,500 and may change upon notice.	As incurred.	If you fail to attend scheduled conferences, you will pay this fee.
Transfer Fee	\$15,000. Note, any sales commission owed as a result of your transfer shall remain your obligation, in addition to the Transfer Fee.	At time transfer is to be completed.	Payable to us if you are permitted to transfer your rights to a third party.
Successor Franchise Fee	\$10,000	At the time of signing the new Franchise Agreement.	Payable to us if you are awarded Successor Franchise Rights at the end of the then-current term. You may be required to sign a Franchise

TYPE OF FEE (Note 1)	AMOUNT	DUE DATE	REMARKS
			Agreement with different terms from those found in your current Franchise Agreement.
QSP Package Maintenance and Renewal Fee	Our then-current fee that now is \$10,000.	No more often than once every five years.	See Note 4.
QSP Consumables Replacement Inventory	Our then-current fees. As of the date of this disclosure, our franchisees have spent between \$100 and \$1,000 per month to replace consumables.	As incurred.	Note 4.
Client Service Fee	All costs incurred by us in assisting your Clients, including our then-current "Client Service Fee" that now is \$0.00.	As incurred.	If a Client complains to us, you must reimburse us if we determine necessary to service your Client directly. We have the right to increase the Client Service Fee by any amount without limitation after giving you no less than 60 days' prior written notice.
Indemnification and Cost of Enforcement	Will vary.	As incurred.	You have to reimburse us if we are held liable for any claims arising from your business, including any costs we incur to enforce the Franchise Agreement. Payable to us.
Late Fee	Our then-current fee that now is \$150 per month per fee that is paid late	As incurred.	Note 5.
Default Interest	Our then-current amount that that now is 15% per annum compounded monthly.	As incurred.	Note 5.
Report Late Fee	Our then-current fee that now is \$50 per day	As incurred.	Note 5.
Audit Fees	Our then-current fee that is now \$750 plus our costs and expenses, including any accountants' and attorneys' fees.	As incurred.	Payable to us only if you understate your Gross Sales.
Temporary Management Fee	Our then-current fee that now is \$1,500 per day plus our expenses	Each month that it applies.	If you breach the Franchise Agreement, we may temporarily manage your Business. We have the right to increase this fee by any amount without limitation. We will notify you 60 days before a new fee is to be collected. Payable to us.
Taxes	Our costs.	As incurred	See Note 6.
Approval of New or Substitute Vendor	Our then-current fee that now is \$0.00	As incurred.	We may at any time charge a fee for this service. We may increase this fee by any amount without limitation after giving

TYPE OF FEE (Note 1)	AMOUNT	DUE DATE	REMARKS
			you 60 days prior written notice.
Vendor Fees	Then-current fees	As incurred.	We may designate certain vendors or services/products that you must use, at their then-current fees.

1. All fees paid to our Affiliate or us are payable in one lump sum, uniform, fully earned by us, and non-refundable except as stated in Item 5. Any interest charged by us will not exceed that allowed by your state law.

2. If 7.5% of your Gross Sales exceed the Minimum Royalty, you will pay the Royalty Fee of 7.5%. If 7.5% your Gross Sales do not arrive at the applicable Minimum Royalty, you will pay a Minimum Royalty. The Minimum Royalty will never be less than \$750 during the Initial Term (Item 17(a)) of the Franchise Agreement. It will increase from \$750 to \$1,500 in the 13th month, and increase again from \$1,500 to \$2,250 from the 25th month through the remainder of the Initial Term of the Franchise Agreement. We will start billing for Royalties and all other fees collected with the Royalty within 90 days of your signing the Franchise Agreement, or the month following your first Gross Sales of the franchised business (whichever comes first) (Item 11).

“Gross Sales” means all revenue and income generated from the operation of your Business whether received in cash, in services in kind, from barter or exchange, on credit (whether or not payment is received), including revenue from Clients you bill directly or from a billing service, from late fees, from revenue generated that is in excess of the billed amount, and any other amount charged to Clients. You may deduct from Gross Sales all sales tax or similar taxes, which by law are chargeable to Clients by any taxing authority and are collected by you. You may not deduct the amount of any documented approved discounts, refunds, and credits.

3. We allow two people to take Initial Training. If you wish for more to take it, you will pay our then-current Additional Training Fee.

At least one of the two people that receive Initial Training must complete it before you open. You then have no more than 365 days after your “Opening Date” (Item 11) to send the second trainee to Initial Training. If you do not send a person within that time, Initial Training will be offered at our then-current Additional Training Fee.

Additional Training also includes any additional, advanced, or extraordinary training you request or, if we require it, that you must take.

We have the right to increase this fee by any amount without limitation. We will notify you 60 days before a new fee is to be collected. Payable to us.

4. You must maintain all of the QSP Package equipment, which must be repaired and replaced as needed to maintain operation. We may require you to replace all of the durable tools and equipment supplied with the original QSP Package (other than the QSP Consumables, which will be replaced as often as necessary) no more often than one time every five years. The content of the package will be available only from an approved supplier, or affiliate, or us. We have the right to increase this fee by any amount without limitation. We will notify you 60 days before a new fee is to be collected.

You must replace the QSP Consumables as often as necessary. The quantity of consumables and the amount you will pay to replace components of the QSP Consumables will vary widely depending on the number of jobs you book from month to month, on the type of jobs, with bio-hazardous waste using more QSP Consumables than will a hoarding-cleanup job. As there is no formula for determining what your mix of jobs will be, there is no way to estimate what this could cost you from month-to-month.

5. The Late Fee is payable to us if you fail to timely pay the Royalty, Marketing Fee, or any other fee due to us because of underreporting or for another breach for which the fee can be collected. The Late Fee applies to each separate fee that you pay late. We may increase this fee by any amount without limitation after giving you no less than 60 days’ prior written notice.

6. The Report Late Fee is payable to us only if you fail to deliver the required reports on time. The Report Late Fee is applicable to each separate report that you file late. We may increase this fee by any amount after giving you no less than 60 days' prior written notice.

7. Default interest is payable on late payments or underreported payments. We may increase the interest rate by any amount after giving you no less than 60 days' prior written notice, except that the rate will never violate the Applicable Laws of your state.

8. If your state assesses them, and except for our income taxes, you will reimburse us for all taxes we pay for products or services we furnish you or on our collection of the Initial Franchise Fee, the Royalties marketing contributions, or other fees. We will give you written notice if such a tax is levied and provide commercially reasonable proof of the tax calculation.

ITEM 7

ESTIMATED INITIAL INVESTMENT

YOUR ESTIMATE INITIAL INVESTMENT

Type of Expenditure	Amount*	Method of Payment	When Due	To Whom Payment is to be Made
IFF (1)	\$60,000	Lump sum	At signing of Franchise Agreement	Us.
QSP Package	\$39,500	Lump sum	At signing of Franchise Agreement	An Approved Vendor, an Affiliate, or Us.
Technology Startup Fee	\$1,595	Lump sum	At signing of Franchise Agreement	Us.
Annual Conference Registration Deposit	\$2,000	Lump Sum	Within 7 days of signing of Franchise Agreement.	Us.
Rent and Rental Improvements (2)	\$-0- to \$1,500	As incurred	Before opening	Landlord.
Furniture, Fixtures, and Equipment, (3)	\$-0- to \$2,000	As incurred	Before opening	Vendors.
Computer Hardware, Software and Other Electronics (3)	\$800 to \$7,800	As incurred	Before opening	Vendors.
Initial Training Expenses (4)	\$0 to \$3,500	As incurred	Before training	Airlines, Hotels, Restaurants.
OSHA Training Fee (4)	\$2,000	As incurred.	Before opening	Us
OSHA Training Expenses (4)	\$0 to \$3,500	As incurred	As incurred	US
Local Marketing	\$9,000 to \$15,000	As incurred	When incurred	Vendor(s)
Business Vehicle (5)	\$-0- to \$45,000	As incurred	Before opening	Vendor
Business Vehicle Tax, Title and License (5)	\$-0- to \$4,000	As incurred	Before opening	State or Local Government
Business Vehicle Insurance (5)	\$1,000 to \$1,200	As incurred	Before opening	Insurer

Type of Expenditure	Amount*	Method of Payment	When Due	To Whom Payment is to be Made
Certifications	\$2,500 to \$3,500	As incurred	When incurred	State or local governments
Insurance and Professional Services (6)	\$1,250 to \$4,000	As incurred	When incurred	Professionals.
Additional Funds - 3 months (7)	\$15,000 to \$25,000	As incurred	When incurred	Vendors.
TOTAL (8)	\$134,645 to \$221,095			

1. Except as stated in Item 5, all fees payable to us are uniform, are payable in one lump sum, and are non-refundable. Fees payable to third parties may or may not be refundable. The QSP Cost is due as stated, plus applicable tax, tariff, and freight/shipping costs.

2. It is anticipated and intended that you will operate this Business from your home. You may choose to rent space for which we have no criteria. If you decide to rent, you may choose any size property that you wish. This is an estimate of three months of rent for a 150 square foot space in a small office building. If you choose to rent, your rent could be significantly higher, depending upon your location in the country.

3. This is an estimate of the cost you may spend on a desk, chair, filing cabinet, a telephone, and other office equipment. You may already have sufficient equipment. We have no criteria for the furniture, fixtures, or equipment.

You must have a computer system (including hardware and software, which together are referred to as the "Computer System") that meets our requirements. You may already have some or all of this equipment and software. If not, it could cost this amount to purchase. You must purchase software services from our designated vendors for a variety of required software services that provide your business necessary support and opportunities.. We have no control over the license fees charged for these software programs, and they may change at any time. The amount stated here includes the first three months of license fees for the software systems in place, at the date of issuance of this disclosure document.

4. This is the approximate amount you may spend for two people to attend Initial Training before you open. This includes travel, food, and lodging. You may spend more or less depending upon your location relative to our training center (currently Springville, Utah - Item 11) and on the lodging you choose.

You will pay us our then-current OSHA Training Fee within seven (7) days of signing your franchise agreement. OSHA Training is given once each calendar quarter. (Item 11).

This line item also includes your travel, food, and lodging costs. You may spend more or less depending upon your location relative to our training center (currently Springville, Utah).

5. You are required to own, purchase, or lease a late-model Business Vehicle such as a Ford E350 box truck or similar vehicle that you may have approved by us and that is 15 years of age or less. It must be in reasonable mechanical condition, and the body must be free of material dents, scratches, or rust. The Business Vehicle must be bright white. You may already own a vehicle that meets our requirements. You may purchase or lease the Business Vehicle from any source. Your final cost for the Business Vehicle will depend upon the model you choose, its age and condition, and your location in the country.

You must also register the Business Vehicle, pay the taxes for it, and purchase the licenses. You will also be required to insure it. The figure here represents an estimate of the first three months of such insurance. Your costs will depend on the model of vehicle you choose, its age and condition, and your location in the country.

6. This amount includes the initial cost for legal and accounting help and the first three months of insurance premiums for commercial general liability, automobile liability, professional liability, and computer coverage, as more fully disclosed in Item 8. You may spend more depending upon your location in the country and the professionals you choose, and the purpose for which the person was retained.

7. The estimate of additional funds is for the first three months of operation, including employee salaries and an owner's salary or draw, which may be paid during this period. The additional funds required will vary by your management skill, experience, and business acumen, your relative effectiveness as a salesperson, local economic conditions, the local market for your services, competition, and the sales level in your territory that you reach during this period and reflect our estimate based on a range of past franchisee experiences as well as our experience operating businesses in varying conditions. You may incur other or higher costs or fees. You may also need capital when running the Business that is in addition to what is estimated here.

8. In compiling the estimate of additional funds, we have relied upon the thirteen years of experience franchising similar businesses, and the amounts reported to us by franchisees during that time.

9. In addition to the Marketing Fees, you must spend a minimum of \$2,000 on local marketing in your PMT during each month of your operation. We recommend an increased investment in your initial marketing to establish and build a market presence and to grow your business.

Unless otherwise stated, these estimates cover your initial cash investment up to opening the Business and for the three months that follow.

An Affiliate or we do not offer direct or indirect financing to franchisees for any items.

You should carefully review these figures with a business advisor before making any decision.

ITEM 8

RESTRICTIONS ON SOURCES OF PRODUCTS AND SERVICES

Required Purchases and System Changes

You must open and operate your Business under the System. The specifications necessary to operate under the System include standards for delivering services to the Client, professional standards for operation, criteria for performance, and purchases of required goods and services. These specifications were formulated by us. We may modify any specification as to any good, service, supply, fixture, equipment, inventory, computer hardware, software, software supplier, or the like, at any time and on a local, regional, or national basis. We may also add and remove vendors at any time.

We may communicate our standards, specifications, and purchase requirements directly to suppliers who wish to supply goods or services to you. We will communicate our standards and specifications to you during training, before you open, during periodic visits to your Business, and through the Franchisee Manuals and periodic bulletins. We may issue new standards and specifications through written notices. Once you are notified, you must make the change that is specified. We may also add and remove vendors at any time.

We have the right, in our sole discretion and as we may deem in the best interests of the system or a specific franchisee, to vary required purchases, standards, or specifications based upon that franchisee's qualifications, special circumstances, the demographics of a particular territory, business potential, or any other condition which we deem to be of importance to the successful operation of any particular Business. We will not be required to disclose or grant you a similar variance.

Required and Approved Suppliers

You must purchase the QSP Package from our approved vendor, an Affiliate, or us when you pay the IFF. Our approved vendor, our Affiliate, or we are the only sources for the content of the QSP Package.

You are also required to maintain all of the QSP Package equipment to keep each piece operational. You may be required to replace all of the durable tools and equipment supplied with the original QSP Package no more often than one time every five years at our then-current QSP Package Maintenance and Renewal Fee. We will notify you 60 days before a new fee is to be collected. The content of the QSP Package used for maintenance or renewal will be available only from an approved supplier, an Affiliate, or us.

The QSP Consumables must be purchased from our approved vendor, an Affiliate, or us only. These must be periodically replenished as you use them.

Our approved vendors or we are the only supplier of the services for which the Technology Maintenance Fee is paid.

We, or our designated provider, are the only supplier of OSHA Training.

If we receive a Client complaint and determine it necessary to service your Client, you will pay us the Client Service Fee. We are the only supplier of this service.

If you breach the Franchise Agreement, we may step in and temporarily manage your business. If we do, you will pay us the Temporary Management Fee. We are the only supplier of these services.

Your Business Vehicle must meet our criteria and standards and must be maintained and replaced as required by the Franchise Agreement and Manuals. It may be purchased or leased from any person or dealer. If the Business Vehicle exceeds 15 years of age at any time during the Initial Term or any Successor Franchise Term, or if we determine that it has not been properly maintained, you may be required to replace it with the then-current Business Vehicle we require of all new franchisees.

You must purchase and maintain the Computer System, which may be purchased from a reputable dealer. You may already own the hardware and software that we require. We may, as outlined in the Operations Manual, require you to use certain designated software for accounting or bookkeeping purposes or software for operational purposes. Your use of such software is a condition to your franchise, and in connection with such use, you must furnish to us no less than Viewing access to such software, together with all required reports as set forth herein. You are required to deliver certain reports as set forth in the Operations Manual, including regular monthly, quarterly, and annual reports, financial statements, and related reports. Likewise, we have a right to inspect or audit your business records, including financial statements, accounting records (including supporting documentation), tax returns (including personal and business returns, as well as sales tax forms), and other reasonably requested business records. Failure to comply with a duly-noticed audit or other reasonable request may result in audit non-compliance consequences as set forth in Item 6. You may be required to obtain certain other services, including call center, call tracking, telephone number, and a number of software services set forth in the Operations Manual or in similar shared documents, drives, folders, intranet resources, etc. (collectively the "Franchise Manuals"), some from our Affiliate and others from third parties, and for some of whom we will collect the funds. When such a service is set forth in the Operations Manual as a mandatory service, you must obtain it from an approved or designated vendor outlined in such manual. During fiscal year 2023, we received \$1,275,000 from our franchisees' required purchases, representing 25% of our total revenue of \$5,100,391. Our affiliate, ProNexus, received \$11,724.53 in revenues from our franchisees for required purchases.

In the future, we may require all franchisees and you to add new goods, services, software services, and technology to those already sold through or used in the Business. If we do this, you may incur additional expenses, costs, and fees, some of which may be due to an affiliate, a third party for whom we collect the funds, an approved vendor, or us. If we introduce new lines of goods, services, and technology, we will notify you in writing and give you a reasonable time to comply with the changes, which will not exceed 60 days. If we are informed of such an approved vendor, third party, or affiliate making a change in terms or prices, we will likewise inform you as soon after we learn of such a change as we are reasonable able to do so.

You may purchase any other equipment or materials from an approved source. The list of approved products and suppliers is published in the Franchisee Manuals.

Except for the goods and services that must be purchased from an affiliate or us, our principals own no interest in any other supplier. Except as stated here, our Affiliate and we are not approved suppliers.

Insurance

Before opening the Business, you will purchase and maintain in full force and effect the following insurance with the following minimum limits:

- d. General liability insurance having a combined annual single limit for any form of injury and property damage of \$1,000,000 per occurrence and \$2,000,000 in the aggregate;
- b. Automobile liability insurance in reference to the vehicle or vehicles that are used in the operation of the Business, and automobile liability coverage for owned, non-owned, scheduled, and hired vehicles having limits for bodily injuries of \$500,000 per person and \$1,000,000 per accident, and property damage limits of \$50,000 per occurrence;
- c. Employer's liability and worker's compensation Insurance is mandatory regardless of being required by state law in the state in which the Business is found. If your state does not require you to carry such insurance (such as Mississippi

or Texas), you must still obtain it, in which case the minimum amount will be \$1,000,000/\$1,000,000/\$1,000,000. You or your equity owners that operate the Business must be covered; no exclusions are allowed. A “Stop Gap” endorsement or similar coverage is required in North Dakota, Ohio, Washington, and Wyoming. This policy must provide primary coverage.

d. Business interruption insurance of not less than \$30,000.00 per month for loss of income and other expenses with a limit of not less than nine months of coverage.

e. Professional liability insurance with coverage of at least \$1,000,000 per occurrence and \$1,000,000 annual aggregate.

f. Excess liability umbrella coverage for general and automobile liability coverage of not less than \$1,000,000 per occurrence and \$2,000,000 in the aggregate.

The insurance will insure us, you, and our respective subsidiaries, owners, officers, directors, partners, members, employees, servants, and agents against any loss, liability, products liability, personal injury, death or property damage that may accrue due to your operation of the Franchise. Your policies of insurance, will contain a separate endorsement naming us as an additional named insured. The insurance will not be limited in any way because of any insurance we maintain, and will be the primary, non-contributory insurance for claims made thereunder. The insurance will not be subject to cancellation except upon **20** days’ written notice to us. Certificates of your insurance policies will be kept on deposit with us. Maintenance of the required insurance will not diminish your liability to us under the indemnities contained in this Agreement. The policy or policies will insure against our vicarious liability for actual and (unless prohibited by applicable law) punitive damages assessed against you.

All insurance policies you obtain will contain a blanket waiver of the insurer’s rights of subrogation in respect of or against us and our officers, agents, employees and representatives; and will not contain any insured vs. insured exclusion clause, but will contain a severability clause providing that each the policy will be treated as though a separate insurance policy had been issued to each named insured.

We may require you to increase the minimum limits of and types of coverage to keep pace with regular business practice and prudent insurance custom.

If you fail to comply with any of the requirements of this Subsection, we may, but are not obligated to, purchase insurance at your expense to protect our interests. This insurance may, but need not, also protect your interest. The coverage we obtain might not pay any claim you make or any claim made against you. You may later cancel the insurance we obtain by providing evidence that you have obtained proper coverage elsewhere. You are responsible for the cost of any insurance purchased by us pursuant to this paragraph. This coverage may be considerably more expensive than insurance you can obtain on your own and might not satisfy your needs. You will pay us upon demand the premium cost of this insurance with a late payment charge on the unpaid balance at the rate established in this Agreement.

You will promptly report all claims or potential claims against you, the Business or us in writing when you become aware of them. You will give immediate written notice to us of any claims or potential claims you make to your insurers.

We may, at our sole discretion, upon not less than 90 days prior written notice to you, secure a policy of insurance which will provide defined insurance coverage to all or any part of the Bio-One system. This policy may replace or supplement the insurance coverage you are required to maintain. You will pay the relevant insurance premium to us or the designated insurance provider, as we direct.

Nothing contained in this Agreement will be construed as a representation or warranty by us that the insurance coverage we specify will insure you against all insurable risks or amounts of loss which may or can arise out of or in connection with the operation of your franchise business. It is your sole responsibility to ensure that adequate insurance coverage is obtained for your business.

Your procurement and maintenance of the insurance specified above will not relieve you of any liability to us under any indemnity requirement of this Agreement.

Although we require certain insurance coverage and may recommend other coverages, we do not guarantee that the required or recommended insurance will be adequate to protect your assets fully. You should consult with an insurance professional to determine what coverage, in addition to the minimum required coverage, may be needed for you and your Business.

Approval of Alternative Suppliers

In some cases, you may wish to purchase a required good or service from a supplier that has not been previously approved by us. There is no charge for this service though we reserve the right at any time to charge for this service. We do not maintain written criteria for approving suppliers, and thus, these criteria are not available to you or your proposed supplier. To obtain our approval, you must submit such information as we may reasonably require to evaluate the prospective supplier. We will evaluate the submitted information and provide written notice of our decision within 15 days. If, however, no written response is received, the approval is denied. We may grant or deny approval for any reason or no reason at all. Other than as stated here, we have no other process for approving suppliers.

Approval of alternative suppliers may be revoked if we determine in good faith that their goods or services no longer meet our quality standards.

Revenue from Franchisee Purchases

We received revenue and material considerations because of the required purchases. In the year ending December 31, 2024 we earned \$138,795.42 in royalty revenue from required franchisee purchases which represents approximately 2.44% of our total revenue for that period. This figure was derived from our audited financial statements found in Exhibit G. In 2025 our affiliate, ProNexis, derived \$726,789.98 from franchisee purchases.

The cost of equipment and supplies purchased through us will represent 50% to 60% of your total purchases to establish the Business and approximately 40% to 60% of your total purchases during the operation of the business.

We receive certain rebates and material benefits from vendors with whom you are to do business. We may share the rebates or material benefits or not in our sole discretion.

Cooperatives

Though there is none at this time, we may, in the future, develop a regional purchasing cooperative in your area. The purpose of the purchasing cooperative will be to obtain all goods and services at a more competitive price. Upon the creation of the same, you must participate in the program. Any item carried by the cooperative will be of the same quality as then required by us by any other franchisees.

Negotiated Prices

We have negotiated prices with certain of our vendors for the benefit of the franchisees and we may continue to do so in the future with others. In certain of these negotiations, we agree to perform administrative or payment processing (or other) services, for which we reserve the right to a reasonable mark-up or pricing adjustment to compensate us for the time spent providing such services.

Material Benefits

We do not provide or withhold material benefits to you (including renewal rights or the right to open additional businesses) based on whether you purchase through the sources we designate or approve. However, purchases of unapproved services, the use of unapproved vendors, or supplying unapproved services will be a violation of the Franchise Agreement, and you may be terminated as a result.

ITEM 9

FRANCHISEE'S OBLIGATIONS

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

<u>OBLIGATION</u>	<u>SECTION OR ARTICLE IN FRANCHISE AGREEMENT</u>	<u>ITEM IN DISCLOSURE DOCUMENT</u>
(a) Site selection and acquisition/lease	2	Items 7 and 11
(b) Pre-opening purchase/leases	2.4	Item 8
(c) Site development and other pre-opening requirements	5	Items 6,7,11
(d) Initial and ongoing training	7	Item 11
(e) Opening	2.1	Item 11
(f) Fees	3	Items 5,6,7
(g) Compliance with standards and policies/operating manual	8	Item 11
(h) Trademarks and proprietary information	6	Items 13 and 14
(i) Restrictions on products/services offered	8.4	Items 11 and 16
(j) Warranty and customer service requirements	Not applicable	Not applicable
(k) Territorial development and sales quotas	Not applicable	Item 12
(l) On-going product/service purchases	8.4	Item 8
(m) Maintenance, appearance, and remodeling requirements	Not applicable	Item 11
(n) Insurance	17	Items 7,8
(o) Advertising	3	Items 6,7,11
(p) Indemnification	14	Item 6
(q) Owner's participation/management/staffing	8.9	Items 11 and 15
(r) Records and reports	8.3	Item 11
(s) Inspections and audits	3 and 8	Item 6
(t) Transfer	9	Item 17
(u) Renewal	4	Item 17
(v) Post-termination obligations	11.1	Item 17
(w) Non-competition covenants	15	Item 17
(x) Dispute resolution	16	Item 17
(y) Other:	1, 16, 18	Item 17

ITEM 10

FINANCING

We do not offer direct or indirect financing. We do not guarantee your notes, leases, or obligations.

ITEM 11

FRANCHISOR'S ASSISTANCE, ADVERTISING, COMPUTER SYSTEMS, AND TRAINING

Except as stated below, Ringside Development Company, d/b/a Bio One Colorado, Inc is not required to provide you with any assistance.

Pre-Opening Assistance

Before you open your business, Ringside Development d/b/a Bio-One Colorado, Inc will,

- d. deliver the QSP Package; (Franchise Agreement, Articles 3 and 5);

- b. provide you with the training that is described in this Item 11 (Franchise Agreement, Article 7);
- c. provide you with a list of approved suppliers for equipment, goods, and services. (Franchise Agreement, Section 5.2);
- d. loan you one copy of all of the Franchisee Manuals that you need to operate the Business (Franchise Agreement, Section 5.1); and
- e. supply reasonable support by telephone, text, and email. (Franchise Agreement, Section 5.2).

Post-Opening Assistance

During the operation of your Business, Ringside Development Company, d/b/a Bio-One Colorado, Inc,

- a. may offer other conferences, seminars, or programs, at a frequency we determine. Some of these seminars or programs may be mandatory, and we may charge tuition (Item 6 and Franchise Agreement, Section 5.3);
- b. may deliver updates to the Franchisee Manuals, the System, the Marks, and training at a frequency which we determine (Franchise Agreement, Section 5.3);
- c. will review all promotional materials and marketing you wish to use (Franchise Agreement, Section 5.3);
- d. may visit and inspect your Business, and use other methods to ensure that you and all other franchisees are delivering quality services and products that conform to the System (Franchise Agreement, Section 5.3);
- e. may provide promotional materials and marketing programs from time to time as we deem appropriate (Franchise Agreement, Section 5.3);
- f. may begin regional cooperative buying, and if we do, you may be required to participate (Franchise Agreement, Section 5.3);
- g. supply reasonable support by phone, text, and email assistance as we deem necessary (Franchise Agreement, Section 5.3); and,
- h. will offer OSHA Training (Franchise Agreement, Article 7, and Section 5.3).

We may suggest a pricing structure for the services you offer from time to time, but you are under no obligation to follow such suggestions. We do not set prices.

Your employees are not our employees, and you are solely responsible for hiring, training, and managing them from day-to-day. Though we train your “Principal Operator” and “Designated Manager” (see Training in this Item 11), we offer no other guidance to your employees.

Schedule for Opening

Franchisees typically open for business within 60 to 90 days after the Franchise Agreement is signed by you and us (Effective Date). In all events, you must open within 90 days of the Effective Date. (Opening Date). You will be required to attend Initial Training (as described below in this Item 11) before you open. We may extend the Opening Date for a reasonable time (not to exceed 20 days) in the event factors beyond your reasonable control prevent you from meeting the Opening Date, and you request an extension of time from us. The factors that affect the period required to open the Business may include your ability to obtain financing, permits, and licensing. Before opening, you must secure all necessary permits and licenses; must purchase or lease, have installed and have in operating order all of the equipment required; and obtain and provide evidence of insurance before the Opening Date.

Optional Assistance

If requested by you, and if approved by us, we will provide additional training at a location determined by us. You will pay yours and our travel, room, board, and the then-published daily fee for such services. (Franchise Agreement, Section 5.3 and Article 7).

Advertising

Local Advertising and Web Presence

You are required to spend the greater of \$3,000 or 5% per month of Gross Sales (Local Advertising Fee) on local marketing (Local Advertising). Except as stated below, Local Advertising may take any form you choose, and you may spend any additional amount you choose.

As part of your Local Advertising, you must purchase internet marketing from Google, Bing, Yahoo, or similar search engine businesses. As you do so, you will be required to define certain search areas (which may include neighborhoods, cities, or other regions), and for each such area you list to the public as being one of your business's areas of service, you will be required to allocate certain per-household amounts as will be set forth in the brand standards manual. The current rate set for such search areas is \$0.15 per household located within such area. Before you open, you will inform us of the search engine you choose, and we will set up your account with them. We will provide you guidelines in our brand standards manual regarding the scope and boundaries to make use of for your search areas, with required allocations of your local advertising spending to be within certain degrees of proximity to your business location. You then have the right to control the cost each month paid to the search engine provider. With your permission, we have the option in our sole discretion to monitor your account to determine how your Local Advertising Fee is used. This is not required, and if we agree to this, we may cease the monitoring at any time. You do not pay us for this service. You must also use call tracking functionality to attribute leads and jobs to particular marketing sources, and report the same to us.

We must approve any marketing regardless of the medium into which it is inserted before it is placed. You will deliver the proposed marketing to us no less than 15 calendar days before its insertion into any medium. If you do not receive written notice within the 15 calendar days, the marketing is disapproved.

Unless otherwise approved in writing by us or outlined in the Manual, you will not establish a separate website on the internet. Any uniform resource locator (URL) addresses, email addresses, any blog, vlogs, social media sites, and the like that you create for the Business also require our approval. Upon expiration or the earlier termination of the Franchise Agreement, the URLs, email addresses, blogs, vlog, social media sites, and the like will belong to us, and you will transfer each to us as we may require.

Regional Advertising

Upon 30 days prior written notice, we reserve the right to allocate all or a portion of your Local Advertising Fee to a regional marketing program (Regional Advertising Cooperative) for the benefit of Businesses located within a market area. We have the right to determine the composition of all market areas included in a particular Regional Advertising Cooperative. If a market region is formed, we will require all franchisees and company-owned and affiliate-owned Businesses to participate. The Regional Advertising Cooperative will be administered by the contributors to it. There will be no governing documents. All marketing for the Regional Advertising Cooperative will be prepared by a local, national or international marketing agency or by us. The Regional Advertising Cooperative will prepare unaudited financial statements and will make them available to all Cooperative participants within 120 days of the year-end. We have the right to change, dissolve, reinstate, or merge any Regional Advertising Cooperatives.

Marketing Fee

We collect 2% of your monthly Gross Sales for national marketing (Marketing Fee), with a monthly minimum of \$200. The Marketing Fee will be due at the same time as your Royalty. You must additionally spend a minimum of \$2,000 on local marketing in your PMT during each month of your operation.

The Marketing Fees may be deposited in a separate checking account, savings account, or any other account of our determination (National Branding Account) or may be managed in a segregated internal account. The National Branding Account is not a trust, and we assume no fiduciary duty in administering it. Any monies not used in any year will be carried to the next year.

We will administer the National Branding Account at our sole discretion. The proceeds may be used for the creation, production, and placement of marketing reasonably intended to benefit some or all franchisees in any local, regional, or national medium, in-house or outside agency costs and commissions, costs associated with the preparation of and presentation of an

annual convention, creation and production of the Internet, video, audio, and written advertisements, for the payment to us of costs related to administering the National Advertising Account such as reasonable salaries, administrative costs, costs allocated to any conferences, travel expenses, and overhead, and for any other commercially reasonable purpose consistent with this paragraph.

We make no guarantee that marketing expenditures from the National Branding Account will benefit you or any other franchisee directly, indirectly, or on a pro-rata basis and are not obligated to spend any amount on advertising in your territory. We will assume no other direct or indirect liability or obligation to you concerning collecting amounts due to the National Branding Account or with respect to maintaining, directing, or administering the National Branding Account.

Any company-owned Businesses will participate in any national or regional marketing programs on the same basis as franchisee-owned Businesses.

The marketing will be produced by a local, national, or international marketing agency or by us.

Upon your prior written request, we will make an annual unaudited financial statement available no later than 120 days after our year-end. The National Branding Account need not be audited but will be reviewed and reported at least annually.

Though we have no plans now, we reserve the right to increase the Marketing Fee amount to no more than 3% of the Gross Sales. We will give you notice of our intent to do this and 60 days to comply.

We intend for the Marketing Fee to be continual and perpetual, but we have the right to form, change, suspend (and subsequently reinstate), merge or terminate it if necessary. We will not close the National Branding Account, however, until all contributions and earnings have been used for the purpose for which they were collected.

For the year ending December 31, 2025, we used the Marketing Fees as follows: approximately 6.5% on marketing and placement; 66% on administrative costs; 8.7% on pilot programs, sponsorships, and miscellaneous costs; 10.3% on trade shows and outsourced services; and 8.5% on software and support. The surplus of \$293,390.43 has been carried forward for future use, on our balance sheet. No money was used for marketing for new franchisees.

Franchise Advisory Council

We have a Franchise Advisory Council. All franchisees who are in full compliance with the Franchise Agreement are eligible to join our then-current Franchise Advisory Council. Currently, five franchisees that receive the greatest number of votes of all franchisees are placed on the council. The Franchise Advisory Council serves in an advisory capacity only, and we have the right at any time to form, change or dissolve (and then reinstate) Franchise Advisory Council.

National Accounts

We may, but are not obligated to, negotiate and enter into agreements with insurance companies or other businesses with multiple locations for us and/or our franchisees to provide the products and services offered by the Franchised Businesses to such insurance companies or business or their customers in accordance with the terms of such agreements ("National Accounts"). We have sole discretion as to whether to designate a particular customer as a National Account, the terms and conditions of the National Account agreement, and the allocation of the National Account business among Franchised Businesses. We may designate any of your current or prospective customers as National Accounts without paying you any compensation. If we establish any National Accounts in your Territory, you have the right to participate in our National Accounts program, which will allow you to service the National Account customers in your Territory on our behalf. You must service National Account customers in accordance with the pricing and other terms that we have negotiated, which may be less than your standard pricing, and any rules that we have prescribed, including rules requiring response times of less than 24 hours. You must not enter into conflicting arrangements with National Accounts.

If you decline to service any National Account or fail to satisfy the conditions, rules, and obligations of any National Account or upon a National Account's request, we, in our sole discretion, may remove you from the entire National Account program. You may terminate your participation in the National Account program at any time by giving us at least 30 days' prior written notice. If you terminate your participation in the National Account program or we remove you from the National Account program, we have the right to service and/or authorize others to service all National Account customers within your Territory without any compensation to you, including National Account customers that you have previously been serving. If you are subsequently willing and able to provide service within your Territory, we have no obligation to readmit you to the program or to transfer any National Account customer to you.

Computer Requirements

You will be required to own or purchase the following computer hardware and software to operate your Business:

- d. A notebook or desktop computer from any manufacturer that runs on the latest Microsoft Windows platform and has sufficient memory to perform ordinary business functions;
- b. A laser or inkjet printer of any make or model;
- c. The online version of Microsoft 365 Personal that currently costs about \$12.50 per month; and,
- d. The latest version of Internet Explorer or another Internet browser that we approve.

Computer hardware and software are referred to as the “Computer System.” You may already have an adequate Computer System. If not, the Computer System could cost approximately \$2,000. We have no control over the monthly fees charged for Microsoft 365, and they may change at any time.

You will be required to maintain each component of the Computer System to keep it operational. The cost of and the frequency of such maintenance cannot be estimated as various factors, such as the age of the entire Computer System and its treatment while in operation, cannot be determined.

We may also require you to update the Computer System no more often than once every five years. We estimate the cost to be approximately \$2,000. The cost of any such update will vary depending upon your location in the country, the make and model of computer hardware you choose, and the then-current cost of the required computer software. We may, however, change the configuration of the Computer System (by moving to a tablet or laptop-only configuration, for example) at any time, and if we do, you will be required to comply within 60 days of the date you receive written notice from us.

You are not required to enter into any Computer System maintenance contract.

Your Computer System must at all times be connected to the internet through a high-speed internet portal.

We each also acknowledge and agree that changes to technology are dynamic and not predictable within the term of the Franchise Agreement. To provide for inevitable but unpredictable changes to technological needs and opportunities, you agree that we will have the right to establish, in writing, reasonable new standards and fees for implementing new technology in the System; and you agree to comply with those reasonable new standards. You will be required to use certain designated software services, provided through approved suppliers and to obtain such software services on the terms available from the approved suppliers.

We offer proprietary software or web-based programs, or preferred access to such software or programs through designated vendors, that may include accounting, word processing, and other features. You must use such services at the vendors’ then-current rates.

We may require you to purchase a POS System, bookkeeping service, CRM or similar systems or software services from our approved vendor(s), an affiliate, or us.

We will have independent access to your Computer System, except we will never disclose a Client’s personal information. If your databases are passcode protected, you will provide the code to us upon request. The information accessed, and data to be generated or stored through your use of the POS System and the Computer System will include scheduling information, attendees, and the identity of venues at which your services are offered. There are no other contractual limitations on our right to access such information.

Franchisee Manual and Table of Contents

We will loan you one copy of the Franchisee Manual though it will always remain our property. It is part of the System, and it contains our confidential, proprietary, and trade secret information. The Table of Contents of the Franchisee Manual is found in Exhibit C to this Disclosure Document. The Franchisee Manual contains approximately 32 pages.

Location Selection

It is anticipated and expected that you will operate the business out of your home (Franchised Location). We have no criteria or requirements for your Franchised Location, and we provide no other guidance concerning it. You may decide to lease space for which we have no criteria and will review no lease.

Training

Initial Training Program

For the first franchise that you buy, your “Designated Manager,” you, or if you are a business entity, your “Principal Operator,” must attend and complete initial training (Initial Training) to our reasonable satisfaction. You may also have one additional trainee (for a total of two). At least one of the two must complete Initial Training before you open. You will then have no more than 365 days after the Opening Date to send a second trainee to Initial Training. If each Person completes Initial Training within that time, there will be no tuition. If, however, you send a person after the 365 days, Initial Training will be offered at our then-current Additional Training Fee. The “Principal Operator” is the person designated by your business entity to receive our training and to operate the business from day-to-day. The “Designated Manager” is defined as the person, besides your Principal Operator or you, who acts as the general manager of the Business, has been trained by us, and who will operate the Business from day to day.

If one of the two people that attend Initial Training before opening fails to pass Initial Training, the person will be allowed to take it again at the next available class. There will be no tuition charged for this, but you will pay for travel, room, and board. If the trainee fails to pass the second time, the person will not be permitted to provide any Services requiring completion of the Initial Training. If the two people that take Initial Training before opening fail to complete the training to our reasonable satisfaction, both will be permitted to take it the second time for no additional tuition. If they both fail to pass Initial Training the second time, we have the right to terminate the Franchise Agreement, except that all restrictive and other covenants of the Franchise Agreement that must survive termination to remain enforceable will so survive. The IFF will not be refunded.

If one person passes Initial Training before opening and the second person attends training within 365 days of the Opening Date, that person must pass Initial Training to our satisfaction. If the person does not pass, the person will be allowed to take it again at the next available class. There will be no tuition charged for this, but you will pay for travel, room, and board. If this person does not pass the second time, the person will not be permitted to provide any Services requiring completion of the Initial Training. Though the person may take the course for the third time, we will charge the then-current Additional Training Fee, and the person will pay for travel, room, and board.

If you wish for more than two people to attend Initial Training, you will pay our then-current Additional Training Fee plus their travel, room, and board.

Initial Training consists of approximately five days of instruction, of which approximately 30 hours are classroom instruction and 10 hours are on-the-job training. Initial Training is held as needed at our then-current headquarters or at another facility that we designate. You must pay all of your costs for attending training, including travel, lodging, food, and wages.

If you replace your Principal Operator or Designated Manager, the replacement must attend our Initial Training. You will pay the then-current Designated Manager Training Fee for such training, and you will be responsible for travel, room, board, and wages of the attendee.

The training materials include the Manuals and handouts.

TRAINING PROGRAM

Subject	Hours of Classroom Training	Hours of On-the-Job Training	Location
Sales and Marketing	8	0	Our current headquarters or at another location we designate.
Safety Program	6	4	Our current headquarters or at another location we designate.
Estimating Pricing	4	0	Our current headquarters or at another location we designate.

Subject	Hours of Classroom Training	Hours of On-the-Job Training	Location
Product & Equipment Orientation	3	2	Our current headquarters or at another location we designate.
Supplier Presentation	1	0	Our current headquarters or at another location we designate.
Business Management	2	1	Our current headquarters or at another location we designate.
Blood born pathogen	3	1	Our current headquarters or at another location we designate.
OSHA compliance	3	2	Our current headquarters or at another location we designate.
TOTAL	30	10	

Our trainers are Ben Kramer, Claire Benge, and members of our corporate office team. Biographical information for Mr. Kramer and Ms. Benge is found in Item 2 above. All trainers will have significant experience within our system as well as prior experience, demonstrating achievement in the areas of training that they provide. .

OSHA Training

To refresh and emphasize the safety procedures taught to you during Initial Training, you (if you are a sole proprietor or are the sole equity owner of the business-entity franchisee) or one of your equity owners (if you are a business entity that has two or more equity owners) must attend and also pass OSHA Training. The training is given quarterly, so there is no guarantee that the attendee will take it before opening. In that case, you will take it at the next available time. You will pay the then-current OSHA Training Fee, and you will be responsible for your travel, room, and board. This training must be completed to our reasonable satisfaction. If the attendee fails to pass the OSHA Training, the person will be required to take it again until it is passed. In this case, however, you will pay the then-current OSHA Training Fee and pay for travel, room, and board each time the training is taken.

OSHA Training takes approximately 24 hours or more over five days, all of which is classroom training. There is no on-the-job training. The materials used in OSHA Training will be handouts that will be delivered when you arrive for training. It will be held at our then-current headquarters that is now located in Springville, Utah.

TRAINING PROGRAM

Subject	Hours of Classroom Training	Hours of On-the-Job Training	Location
Day 1: Introduction and OSHA Safety Standards	8	0	Springville, Utah, or at another location we designate.
Day 2: Continuation of OSHA Safety Standards.	8	0	Springville, Utah, or at another location we designate.
Day 3: Completion of OSHA Safety Standards	8	0	Springville, Utah, or at another location we designate.
TOTAL	24	0	

Our trainers are Ben Kramer, Claire Benge, and members of our corporate office team. Biographical information for Mr. Kramer and Ms. Benge is found in Item 2 above. All trainers will have significant experience within our system as well as prior experience, demonstrating achievement in the areas of training that they provide.

We do not provide training on cleaning or removal of controlled substances such as Fentanyl. You cannot accept such jobs unless you have received appropriate training from a third-party source and have obtained the necessary federal and state licenses.

If you replace your Principal Operator or Designated Manager, the replacement must attend Initial Training and OSHA Training if the Person was the one that took OSHA Training. You will pay our then-current fees for such training, and you will be responsible for travel, room, board, and wages of the attendee.

If you request additional, advanced, or extraordinary training or if we require it, we may, at our option, charge our then-current Additional Training Fee. You are responsible for and your travel, lodging, food, and any wages paid to attendees.

If you propose to sell or transfer the Business to a third party, part of our approval process will be the requirement that the transferee attends the Franchisee Initial Training and all other training we are then requiring, and that the purchaser or transferee pay for the training at the then-current fees being charged.

Conference and Training Attendance

We do have a conference, and attendance is mandatory. You must pay the then-current Conference Fee, and you are responsible for your travel, accommodations, food, and other expenses. When it is known, you will be provided with the duration of such meeting, as well as its location, the identities of those who will present information at the meeting, and the content of any information that will be delivered at that time. The conference will be held in a location to be determined by us.

In addition to the conference, we have the right in the future to require your Principal Operator, Designated Manager, and you to attend a local or regional meeting up to two times per year. Though none is now charged, we reserve the right to charge tuition in the future. However, you are always responsible for all travel and living expenses associated with attendance at the same. When it is known, you will be provided with the duration of such meeting, as well as its location, the identities of those who will present information, and a statement of the content to be presented. The meetings will be held in a location to be determined by us.

If attendance at any other conference or meeting is mandatory, we may charge you our then-current Mandatory Non-Attendance Fee if you fail to attend.

ITEM 12

TERRITORY

You and we will agree upon your Franchised Location before you open. You will also receive certain protections pertaining to advertising or marketing territory for a separately designated region (the “Protected Marketing Territory” or “PMT”). The Franchise Agreement does not grant you any territorial rights beyond the PMT. You will not receive an exclusive territory. You may face competition from other franchisees, from outlets that we own, or from other channels of distribution or competitive brands that we control.

A typical PMT will have a population of approximately 1,000,000 people; however, we reserve the right to grant a PMT with a population of less than 1,000,000. As long as you remain in good standing and not in default, you will maintain rights to your PMT throughout the term of your Franchise Agreement, even if the population in your Territory increases. Population demographics are determined by reference to the most recent figures available from the U.S. Census Bureau or a similar third-party source. You will be required to undertake your advertising, marketing, and related digital campaigns and activities only within the PMT, and you will be protected from other franchisees undertaking those activities within your PMT; however, in the event that rights or licenses in existence prior to the date of this Addendum permit another Bio-One franchisee to conduct activities that we would otherwise have obligations to curtail pursuant to these protections we are not required to prevent them from using those rights. Even so, we agree not to renew such rights or licenses relating to your PMT at the time that they expire by their terms or are otherwise terminated.

You may perform your services anywhere and may service Clients from anywhere, and other franchisees or company-owned or affiliate-owned Businesses have the same rights.

You are not required to meet certain sales volumes, market penetration, quotas, or other contingencies.

You do not receive any options, rights of first refusal, or similar rights to acquire additional franchises. You may, however, apply to purchase additional rights at any time.

You may relocate your Franchised Location after first obtaining our permission.

You cannot advertise for or attempt to solicit customers for any products or services, including using Internet, digital, telemarketing, or other direct marketing, outside your Marketing Territory, without our prior written permission and pursuant to conditions set forth in our Operations Manual or otherwise in writing.

Reservation of Rights

Our Affiliates and we reserve the right, among others, to,

- d. own, franchise, receive orders, or operate businesses that are similar to your Business and that use the Marks and the System at any location, provided that if you are in full compliance with your Franchise Agreement, we will not establish or operate more than one additional Bio-One business for every 1,000,000 persons in your Territory;
- b. use the Marks and the System to sell any products or services (which may be similar to those you will sell) through any alternate channels of distribution. Alternate channels of distribution include the Internet, mail order, and catalog sales. You cannot use alternate channels of distribution without our express permission, which may be granted or denied for any reason or no reason at all;
- c. use and license others to use other trademarks, trade names, service marks, logos, copyrighted materials, and methods of operation that are not the same as or confusingly similar to the Marks, that offers goods, services, and related products that may be similar to, or different from, the business operated by you;
- d. purchase, or be purchased by or merge or combine with any business, including a business that competes directly with your Business, wherever located;
- e. acquire and convert to our System any businesses offering services and products similar to those offered by you, including such businesses operated by competitors or otherwise operated independently, or as part of, or in association with any other system or chain, whether franchised or corporately owned; and,
- f. retain all other rights not specifically reserved to you in the Franchise Agreement.

If, in connection with these reserved rights, we allow others to provide services in your Territory, you will not be entitled to any compensation for the sales or services provided. Subject to the rights granted to you in your Franchise Agreement, we may provide for other programs in the Operating Manual in which we offer and sell, or authorize others to offer and sell, using the Marks or other marks, goods and services in your Territory that are identical or similar to, or competitive with, those provided by your Business.

Though we can use alternative channels of distribution to make sales of goods, items, and services associated with the System and the Marks, or associated with any other system or trademarks, service marks, trade names, logos, and the like, we have not done so as of the date of this disclosure document. We reserve the right to do so at any time. We do not pay any compensation for soliciting or accepting orders through alternate channels of distribution regardless of the order's proximity to your Franchised Location.

ITEM 13

TRADEMARKS

We originally registered our Mark on the Principal Register of the United States Patent and Trademark Office (USPTO) as follows:

Registration Number	Description of Mark	Register of the USPTO	Registration Date
4406169		Principal	September 24, 2013
5632986	HELP FIRST, BUSINESS SECOND	Principal	December 18, 2018

Registration Number	Description of Mark	Register of the USPTO	Registration Date
7256047		Principal	December 26, 2023

On June 28, 2018, the Mark was assigned to our IP Affiliate, with whom we have a license to use the Marks in conjunction with the sale of franchises. The license runs for 10 years and will be automatically renewed for additional 10-year terms so long as we are monitoring our franchisees' use of the Marks in a way that ensures the maintenance of the goodwill associated with the Marks. If we breach the license such that our IP Affiliate terminates it, our IP Affiliate has agreed to license the Marks directly to each franchisee.

There are presently no effective material determinations of, and there is no pending material litigation involving the United States Patent and Trademark Office, the Trademark Trial and Appeal Board, or a state trademark administrator for any state or federal court, concerning a claim of interference, infringement, opposition, or cancellation involving any of the Marks. There is no pending federal or state court litigation regarding our use or ownership rights in any Marks material to the franchise.

Our IP Affiliate intends to renew all registrations and fill all appropriate affidavits for the Marks at the time required by law.

All required affidavits have been filed, and all required renewal documents will be submitted when required.

There are no infringing uses or previous superior rights known to us that can materially affect your use of the Mark in this state or any other state in which your Business is to be located.

Except as stated above, there are no presently effective agreements that significantly limit our rights to use or sublicense the use of the Marks in any manner material to the franchise.

Our IP Affiliate and we have the right in our sole discretion to control any administrative proceedings or litigation involving a Mark licensed or sublicensed to you under the Franchise Agreement.

If you learn of any claim against you for alleged infringement, unfair competition, or similar claims about the Marks, you must promptly notify us. Our IP Affiliate, or we will take the action we deem necessary to defend you.

We must indemnify and protect you for any action against you by a third party based solely on alleged infringement, unfair competition, or similar claims about the Marks. We have no obligation to defend or indemnify you if the claim against you is related to your use of the Marks in violation of the Franchise Agreement.

We have the right to require you to modify or discontinue your use of any of the Marks. If we exercise this right, we will provide all franchisees with advance notice.

We have secured the following Internet domain names: www.BioOneInc.com. Other domain names may be added at our discretion.

If our IP Affiliate or we, in our sole discretion, determine it necessary to modify or discontinue use of any proprietary Marks or to develop additional or substitute marks, you will, within a reasonable time after receipt of written notice of such a modification or discontinuation from us, take such action, at your sole expense, as may be necessary to comply with such modification, discontinuation, addition, or substitution.

If you learn of a third party that you believe is not authorized to use the Marks and is using them or any variant of them, you must promptly notify us. We will determine whether we wish to take any action against the third party. You will have no right to make any demand or to prosecute any claim against the alleged infringer. We will not pay any franchisee for exercising these rights.

ITEM 14

PATENTS, COPYRIGHTS, AND PROPRIETARY INFORMATION

We do not own any patents or copyright registrations that are material to the franchise.

We claim common law copyrights and copyright protection in and on all of the components of the System, including, but not limited to, the Franchisee Manuals and related materials, training modules, and techniques, all advertisements in any medium, including the internet, and other promotional and written materials. Along with the Marks, every component of the System is our proprietary, trade secret, and confidential information. Any component of the System will be used by you only as described in the Franchise Agreement. We know of no System copyright infringement that could materially affect you. There are no agreements that limit your use of the System or any copyrighted materials.

We require that you maintain the confidentiality of each component of the System, our Marks, and our copyrighted materials and that you adopt reasonable procedures to prevent unauthorized disclosure of any such information.

We have the right to control any administrative proceedings or litigation involving our System or the copyrighted materials. If you learn of any claim against you for alleged infringement, unfair competition, or similar claims about the Marks, you must promptly notify us. We will take the action we deem necessary to defend you. We must indemnify you for any action against you by a third party based solely on alleged infringement, unfair competition, or similar claims. We have no obligation to defend or indemnify you if the claim against you is related to your use in violation of the Franchise Agreement.

If you learn of, or believe that any other person or entity is using any component of the System or any of our copyrighted materials without our permission, you must immediately notify us in writing. We will take any action that we deem appropriate.

If we, in its sole discretion, determine it necessary to modify or discontinue use of any portion of the System or the copyrighted materials, or to develop additional or substitutes for that portion of the system or the copyrighted materials, you will, within a reasonable time after receipt of written notice of such a modification or discontinuation from us, take such action, at your sole expense, as may be necessary to comply with such modification, discontinuation, addition, or substitution.

You may never, during the term of the Franchise Agreement or at any time after the termination or expiration of the Franchise Agreement, reveal any component of the Marks or our System to any person or entity, and you cannot use it for any other business. You may not copy any portion of the System or the Marks unless we specifically authorize it in writing. All persons affiliated with you may be required to sign a confidentiality agreement in the future.

In operating your Business, you will create a list of names and other identifying information of Clients that have used your services. (Client List). You agree that the Client List was obtained through the use of the System and the Marks. As a result, the Client List will remain the sole and exclusive property of the Franchisor. At the termination of this Franchise Agreement for any reason, said lists will remain the sole and exclusive property of the Franchisor.

ITEM 15

OBLIGATION TO PARTICIPATE IN THE ACTUAL OPERATION OF THE FRANCHISE BUSINESS

Your Principal Operator, Designated Manager, or you must complete our training and must personally participate in the direct day-to-day operation of your Business. While the Franchise Agreement does not require it, it is always advisable that you or your Principal Operator operate the business from day to day. Your Principal Operator and Designated Manager are not required to own any minimum amount of equity.

Your Designated Manager, if you have one, must abide by all confidentiality requirements of the franchise agreement and may, in the future, be required to sign a confidentiality and non-competition agreement.

If you purchase the Franchise Agreement through a business entity, or if you convert to a business entity other than a sole proprietorship, each individual who owns an interest in the business entity must sign a personal guaranty that includes an agreement that each signor will abide by all restrictive covenants and discharge all obligations of the franchisee under the

Franchise Agreement. We do not currently require a spouse, significant other, or similar domestic partners to sign a personal guaranty though a spousal acknowledgment is required.

ITEM 16

RESTRICTIONS ON WHAT THE FRANCHISEE MAY SELL

You must sell all of and only those products and services approved by us and may not use the Business, Systems, or Marks for any other purposes. You will not be restricted in the customers to whom you may sell these.

We have the right to add, delete, change, or supplement the types of services you provide, and there are no limits on our right to do so. If we add, delete, change, or supplement the types of services, we will provide you with no less than 60 days' written notice by which to comply.

If you breach the franchise agreement, we have the right to terminate your rights under it.

ITEM 17

RENEWAL, TERMINATION, TRANSFER, AND DISPUTE RESOLUTION

THE FRANCHISE RELATIONSHIP

This table lists certain important provisions of the franchise and related agreements. You should read these provisions in the agreements attached to this disclosure document:

PROVISION	SECTION IN FRANCHISE AGREEMENT	SUMMARY
a. Length of the franchise term	4	10 years.
b. Renewal or extension of the term	4	One additional ten-year term if all obligations for Successor Franchise Rights are met.
c. Requirements for franchisee to renew or extend	4	You must provide notice, you must have no outstanding material defaults or money owed, you must not have had more than three default notices, we must not have determined in our Reasonable Business Judgment not to renew, you must sign the then-current Franchise Agreement that may have terms and conditions that are materially different from your original Franchise Agreement, and you will pay a fee.
D. Termination by franchisee	Not Applicable	Franchisees may terminate under any grounds permitted by law.
e. Termination by franchisor without cause	Not Applicable	Not Applicable
f. Termination by franchisor with cause	10	We can terminate only if you default. See g and h below.
g. "Cause" defined – curable defaults	10	Failure to pay fees after five days notice; 30 days to cure any defaults under the Franchise Agreement except for those described in (h) below. We have the right to manage business temporarily.
h. "Cause" defined – non-curable defaults	10	Non-curable defaults: bankruptcy, abandonment, felonies or offenses

PROVISION	SECTION IN FRANCHISE AGREEMENT	SUMMARY
		involving moral turpitude, civil matters that may affect the goodwill of the System or Proprietary Information, a negative report on a credit check, misuse of Marks or System, breaches beyond three even if cured, unapproved transfers, violation of the law, an arrest or criminal charge, underreporting, failure to cure material misrepresentation, failure to meet any other cure requirement found in the Franchise Agreement. We have the right to manage business temporarily.
i. Franchisee's obligations on termination/non-renewal	11	Obligations include deidentification, payment of amounts due, cessation of use of trademarks and Proprietary Information, and return of all materials (see r. below).
j. Assignment of contract by franchisor	9	No restriction on franchisor's right to assign.
k. "Transfer" by franchisee – defined	9	Sale, assignment, gift, pledge, mortgage, transfer because of dissolution of marriage, civil union or partnership, or other disposition of any part of the Franchise Agreement, ownership of the franchisee or the Business.
L. Franchisor approval of transfer by franchisee	9	Transferee has completed a background check and has the financial resources necessary to operate the Business. We have 30 days right of first refusal; transferee pays for training (Item 6).
M. Conditions for franchisor approval of transfer	9	Must be in compliance; must pay a fee; must not be in breach; new franchisee qualifies, you must have no outstanding defaults or money owed; you must provide terms to us; new franchise must have signed current Franchise Agreement and have attended training, acquired a new QSP from us, with the transfer fee paid, and you must have signed a release.
n. Franchisor's right of first refusal to acquire franchisee's business	9	30 days on the same terms as the bona fide offer.
o. Franchisor's option to purchase your business	9	We have the option upon expiration or termination to purchase a part or all of the hard assets of the Business for fair market value before you offer to a third party.
p. Death or disability of franchisee	9	Franchise must be assigned by the estate to the approved transferee within 180 days of death or disability.

PROVISION	SECTION IN FRANCHISE AGREEMENT	SUMMARY
q. Non-competition covenants during the term of the franchise	15	Subject to applicable state law, no involvement in competing business.
r. Non-competition covenants after the franchise is terminated or expires	15	Subject to applicable state law, no competing business for 36 full months within 50 miles of your Franchised Location, or within 50 miles of the Franchised Location of another franchisee or an affiliate-owned or company-owned Business.
S. Modification of the agreement	15 and 18	No modifications to the Franchise Agreement without the consent of both parties. Franchisor may, however, change the content of the Franchisee Manuals to reflect changes in the System and the addition, deletion, or modification of the services offered by all franchisees.
T. Integration/merger clause	18	Only the terms of the Franchise Agreement and its attachments are binding (subject to state law). Any representations or promises outside of the disclosure document and Franchise Agreement may not be enforceable.
u. Dispute resolution by arbitration or mediation	10 and 16	Subject to state law, and except for claims based on trademark matters, the collection of money, or injunctive relief, all disputes will be subject to arbitration (if the mandatory face-to-face meeting and mediation do not resolve the issue). Meetings, mediation and arbitration to be conducted within 15 miles of our then-current headquarters.
V. Choice of forum	10 and 16	Subject to state law, meeting, mediation, or arbitration or State/Federal Courts in the state of Utah or in which our then-current headquarters is located.
w. Choice of Law	10 and 16	Subject to state law, the state law of Utah applies.

ITEM 18

PUBLIC FIGURES

We use no public figures in our management, and no public figure has invested in us. No public figure receives any compensation or other benefit from the use of the public figure in the franchise name or symbol. Further, no public figures endorse or recommend this franchise opportunity.

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) 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.

2025 Performances of Franchisees who have reported 12 months of revenue or more (i.e., who have been open for at least 12 months within which to report revenue; as a result, 110 Franchisees' performance fits within this table, with the excluded franchisees only representing those who were not in operation for each of the 12 months in 2025)*:

*No Franchisees have been excluded, unless they did not report, in which case we could not include their data.

Franchisee Average Revenues:

	Average Revenue	High	Low	Median	# above average	% above Average	out of
Tier 1	802,263	1,380,424	533,389	709,844	11	39%	28
Tier 2	393,058	498,160	314,948	385,848	13	46%	28
Tier 3	226,545	312,574	148,781	217,488	13	46%	28
Tier 4	80,429	148,510	5,280	73,138	13	45%	29

2025 Average Expenses as Percentage of Average Revenue

The following table reflects the average revenues of those locations who reported profits and losses and expenses to us through submission of financial reports. The data is as-received from such owners. We received 79 profit and loss reports from franchisees with greater than 12 months of operation. For these, none have been excluded save for those who had not been operational for such time or those for whom data was not received.

(% of Revenue)	Average	Median	Min	Max
COGS	9.30%	8.53%	14.33%	4.12%
Facilities & Supplies	4.50%	3.96%	35.37%	1.09%
Payroll and Personnel*	35.20%	26.64%	64.32%	9.64%
Marketing & Advertising	10.00%	11.28%	64.65%	4.80%
Insurance	3.20%	3.37%	15.56%	2.78%
Legal & Accounting	2.10%	1.44%	10.58%	9.66%
Auto & Travel	3.80%	3.54%	28.47%	0.64%
Local tax & Licensing	0.00%	0.00%	0.00%	0.00%
Other Business Expenses	3.50%	1.85%	7.22%	1.26%
Meals and Entertainment	1.50%	1.45%	18.76%	0.08%
Bank Charges**	0.50%	0.00%	0.00%	4.45%
Other Income/Expenses	2.80%	2.16%	47.34%	0.00%
Total Costs	76.39%	62.07%	259.26%	38.53%
Adjusted EBITDA***	16.11%	30.43%	-166.76%	53.97%

*The Payroll and Personnel costs reported to us include owner draws/benefits, and both direct and indirect labor costs.

**The expenses reported to us reflected in the Bank Charges additionally include bad debt allowances or write-offs.

***The Adjusted EBITDA makes final adjustments to assure that the applicable royalty rate and any other fees paid to Bio-One as the franchisor have been matched to those you will incur under your franchise agreement, even if prior versions may be historically inconsistent on some terms relating to such fees.

Additional Notes:

Average and Median reported based upon all 61 active franchisees in good standing who supplied 2025 P&L Reports, operating in 75 locations

MIN presents the entire reported expenses and outcome based upon the lowest Adjusted EBITDA location

MAX presents the entire reported expenses and outcome based upon the highest Adjusted EBITDA location

2025 Average Job Categories Data:

2025 Revenue By Catagory		
Category	Adjusted Revenue	% of Total Revenue
Death-Related Bio	\$22,546,185	49.70%
Hoarding	\$10,630,085	23.40%
Non-Death Related Bio	\$7,735,869	17.10%
Mold/Odor	\$3,047,454	6.70%
Drug	\$1,404,982	3.10%

Performances of Franchisees who have reported less than 12 months of revenue have demonstrated such irregular and unpredictable highs and lows in the early stages of their operations that their historical data is not reliably representative of any patterns, and are not reported until after they have completed 12 months of reported revenue from their operations.

Some outlets have sold this amount. Your individual results may differ. There is no assurance you'll sell as much.

Written substantiation for the financial performance representation will be made available to the prospective franchisee upon reasonable request.

Other than the preceding financial information, Bio-One does not make any financial performance representations. 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 Ben Kramer at 761 W. 1200 N., Springville UT 84663, 303-552-8857 or ben.kramer@BioOneInc.com, the Federal Trade Commission, and the appropriate state regulatory agencies.

ITEM 20

OUTLETS AND FRANCHISEE INFORMATION

If multiple events occurred that affected an outlet, the tables below show the event that occurred last.

Table No. 1
Systemwide Outlet Summary
for the years 2023 through 2025

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the end of the Year	Net Changes
-------------	------	----------------------------------	--------------------------------	-------------

Franchisee Owned				
	2023	144	146	+2
	2024	146	152	+6
	2025	152	144	-8
Company Owned				
	2023	0	0	0
	2024	0	0	0
	2025	0	3	+3
Total Outlets				
	2023	144	146	+2
	2024	146	152	+6
	2025	152	147	-5

Table No. 2

**Transfers of Outlets from Franchisees to New Owners (Other than the Franchisor)
for the years 2023 through 2025**

State	Year	Num ber of Trans fers
Arizona	2023	1
	2024	1
	2025	0
California	2023	1
	2024	0
	2025	0
Florida	2023	1
	2024	0
	2025	0
Idaho	2023	0
	2024	1
	2025	0
Louisiana	2023	1
	2024	0
	2025	0
Nebraska	2023	0
	2024	0
	2025	2

Nevada	2023	1
	2024	0
	2025	0
New Mexico	2023	0
	2024	1
	2025	0
Rhode Island	2023	1
	2024	0
	2025	0
Texas	2023	2
	2024	1
	2025	0
Total	2023	8
	2024	4
	2025	2

Table No. 3
Status of Franchised Outlets
for the years 2023 through 2025

State	Year	Franchises at the Start of the Year	Franchises Opened	Terminations	Non-renewals	Reacquired by Franchisor	Ceased Operation - other reasons	End of the Year
AL	2023	4	0	0	0	0	0	4
	2024	4	0	0	0	0	0	4
	2025	4	0	0	0	0	0	4
AR	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	1	0	0	0	0	1
AZ	2023	6	1	0	1	0	0	6
	2024	6	0	0	0	0	0	6
	2025	6	1	0	0	0	0	7
CA	2023	15	3	2	0	0	0	16
	2024	16	4	3	0	0	0	17
	2025	17	1	6	0	0	0	12
CO	2023	8	0	1	0	0	0	7
	2024	7	0	0	0	0	0	7

	2025	7	1	0	0	0	0	8
CT								
	2023	2	0	0	0	0	0	2
	2024	2	0	1	0	0	0	1
	2025	1	0	0	0	0	0	1
DC								
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
DE								
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
FL								
	2023	11	2	2	0	0	0	11
	2024	11	4	3	0	0	0	12
	2025	12	0	3	0	0	0	9
GA								
	2023	8	0	0	1	0	0	7
	2024	7	0	0	0	0	0	7
	2025	7	2	0	0	3	0	6
HI								
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
IA								
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
ID								
	2023	2	0	0	0	0	0	2
	2024	2	0	0	0	0	0	2
	2025	2	0	1	0	0	0	1
IL								
	2023	2	1	0	0	0	0	3
	2024	3	0	0	0	0	0	3
	2025	3	0	0	0	0	0	3
IN								

	2023	3	1	0	0	0	0	4
	2024	4	0	0	0	0	0	4
	2025	4	0	0	0	0	0	4
KS								
	2023	1	0	0	0	0	0	1
	2024	1	0	1	0	0	0	0
	2025	0	0	0	0	0	0	0
KY								
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
LA								
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
MA								
	2023	2	0	0	0	0	0	2
	2024	2	2	0	0	0	0	4
	2025	4	0	0	0	0	0	4
MI								
	2023	4	0	3	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
MD								
	2023	2	1	0	0	0	0	3
	2024	3	3	0	0	0	0	6
	2025	6	1	0	0	0	0	7
ME								
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
MN								
	2023	2	0	1	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
MO								
	2023	3	0	1	0	0	0	2
	2024	2	0	0	0	0	0	2

	2025	2	0	0	0	0	0	2
MS	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
MT	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
NE								
	2023	2	0	0	0	0	0	2
	2024	2	0	0	0	0	0	2
	2025	2	2	0	0	0	0	4
NC								
	2023	9	2	0	0	0	0	11
	2024	11	0	1	0	0	0	10
	2025	10	0	0	0	0	0	10
NH								
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
NJ								
	2023	2	0	0	0	0	0	2
	2024	2	1	0	0	0	0	3
	2025	3	1	1	0	0	0	3
NM								
	2023	1	0	0	0	0	0	1
	2024	1	1	0	0	0	1	1
	2025	1	0	0	0	0	0	1
NV								
	2023	4	0	0	0	0	0	4
	2024	4	0	0	1	0	0	3
	2025	3	0	0	0	0	0	3
NY								
	2023	1	1	0	0	0	0	2
	2024	2	1	0	0	0	0	3
	2025	3	0	2	0	0	0	1
OH								

	2023	5	0	0	0	0	0	5
	2024	5	0	1	0	0	0	4
	2025	4	1	0	0	0	0	5
OK								
	2023	3	0	0	0	0	0	3
	2024	3	0	0	1	0	0	2
	2025	2	0	0	0	0	0	2
OR								
	2023	2	0	0	0	0	0	2
	2024	2	0	0	0	0	0	2
	2025	2	0	0	0	0	0	2
PA								
	2023	5	1	1	0	0	0	5
	2024	5	0	0	0	0	0	5
	2025	5	0	0	0	0	0	5
RI								
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
SC								
	2023	3	0	0	0	0	0	3
	2024	3	0	0	0	0	0	3
	2025	3	0	0	0	0	0	3
SD								
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
TN								
	2023	5	0	0	0	0	0	5
	2024	5	0	0	0	0	0	5
	2025	5	0	0	0	0	0	5
TX								
	2023	10	5	1	1	0	0	13
	2024	13	3	1	1	0	0	14
	2025	14	1	4	0	0	0	11
UT								
	2023	0	0	0	0	0	0	0
	2024	0	1	0	0	0	0	1

	2025	1	0	0	0	0	0	1
VA								
	2023	2	0	1	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
WA								
	2023	2	0	0	0	0	0	2
	2024	2	1	0	0	0	0	3
	2025	3	0	0	0	0	0	3
WI								
	2023	3	0	0	0	0	0	3
	2024	3	0	0	0	0	0	3
	2025	3	0	0	0	0	0	3
WV								
	2023	1	0	0	0	0	0	1
	2024	1	0	0	0	0	0	1
	2025	1	0	0	0	0	0	1
Totals								
	2023	144	18	13	3	0	0	146
	2024	146	21	11	3	0	1	152
	2025	152	12	17	0	3	0	144

Table No. 4
Status of Company/Affiliate-Owned Outlets For the Years 2023 through 2025

State	Year	Franchises at the Start of the Year	Franchises Opened	Terminations	Non-renewals	Reacquired by Franchisor	Ceased Operation - other reasons	End of the Year
GA	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	3	0	3
Total								
	2023	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	3	0	3

Table No. 5
Projected Openings
As Of December 31, 2025 through December 31, 2026

State	Franchise Agreements Signed but not Opened	Projected new Franchise Outlets in the Next Fiscal Year	Projected New Company-Owned Outlets in the Current Fiscal Year
CA	1	0	0
TX	2	0	0
TOTALS	3	0	0

Exhibit D lists the names of all franchisees and the addresses and telephone numbers of their outlets as of December 31, 2024. Exhibit D also lists the name, city, and state, and the current business telephone number (or, if unknown, the last known home telephone number) of every franchisee who had an outlet terminated, canceled, not renewed, or otherwise voluntarily or involuntarily ceased doing business under the Franchise Agreement during our most recently completed fiscal year, or who has not communicated with us within 10 weeks of the issuance date of this Franchise Disclosure Document.

If you buy this franchise, your contact information may be disclosed to other buyers when you enter or leave the franchise system.

Franchisees have signed Confidentiality Agreements during the past three years. In some instances, current or former franchisees signed provisions restricting their ability to speak openly about their experience with us. You may wish to speak with current and former franchisees, but be aware that all such franchisees will not be able to communicate with you.

Exhibit E lists, to the extent known, the names, addresses, telephone numbers, e-mail address, and web address of each trademark-specific franchisee organization associated with the franchise system being offered that we have created, sponsored, or endorsed and the independent franchisee organizations that have asked to be included in this disclosure document. As of the Issuance Date of this disclosure document, no independent franchise organizations have asked to be included in this disclosure document.

ITEM 21

FINANCIAL STATEMENTS

Attached to this Disclosure Document as Exhibit G are the audited financial statements of our Parent as of December 31, 2023, and December 31, 2024, December 31, 2025. Also attached in Exhibit G is our Parent's guaranty of performance.

ITEM 22

CONTRACTS

Attached to this Disclosure Document are the following franchise-related contracts:

Exhibit B Franchise Agreement and Exhibits as follows:

Exhibit 1	Initial Franchise Fee and Statement of Ownership
Exhibit 2	Franchised Location
Exhibit 3	Release for Criminal and Credit Check
Exhibit 4	General Release
Exhibit 5	Collateral Assignment of Contact and Electronic Information
Exhibit 6	State Addenda
Exhibit 7	Guaranty and Spousal Guaranty

ITEM 23

RECEIPT

The Receipt is found at the end of this booklet as Exhibit I.

EXHIBIT A
STATE AGENCIES

Names and Addresses of State Regulatory Authorities and Registered Agents in States

The following is a list of state administrators responsible for franchise registrations in these states. We may register in one or more of these states.

California

Department of Financial Protection and Innovation
One Sansome Street, Ste. 600
San Francisco, CA 94104

Department of Financial Protection and Innovation
320 W. 4th Street, Suite 700
Los Angeles, California 90013

Department of Financial Protection and Innovation
2101 Arena Boulevard
Sacramento, California 95834
(866) 275-2677 Toll-Free

Connecticut

Connecticut Banking Commissioner
Department of Banking
Securities & Business Investments Division
260 Constitution Plaza
Hartford, Connecticut 06103
(860) 240-8299

Florida

Division of Consumer Services
Attn: Business Opportunities
2005 Apalachee Parkway
Tallahassee, Florida 32399-6500

Hawaii

Commissioner of Securities
Department of Commerce & Consumer Affairs
335 Merchant Street, Room 203
Honolulu, Hawaii 96813
(808) 586-2722

Illinois

Illinois Attorney General
500 South Second Street
Springfield, Illinois 62706

Indiana

Indiana Secretary of State
Securities Division
302 West Washington Street, Room E-111
Indianapolis, Indiana 46204

Kentucky

Office of the Attorney General
Consumer Protection Division
Attn: Business Opportunity
1024 Capital Center Drive
Frankfort, Kentucky 40601-8204

Maine

Department of Professional and Financial Regulations
Bureau of Banking
Securities Division
121 Statehouse Station
Augusta, Maine 04333

Maryland

Office of the Attorney General
Securities Division
200 St. Paul Place
Baltimore, Maryland 21202

Michigan

Department of the Attorney General
Consumer Protection Division, Franchise Unit
P.O. Box 30213
G. Mennen Williams Building
Lansing, Michigan 48909

or

525 W. Ottawa Street
G. Mennen Williams Bldg, 1st Floor
Lansing, MI 48913

Minnesota

Minnesota Department of Commerce
85 7th Place East, Suite 280
St. Paul, Minnesota 55101

Nebraska

Nebraska Department of Banking and Finance
Commerce Court
1230 O Street, Suite 400
Lincoln, Nebraska 68509

New York

New York State Department of Law
Investor Protection Bureau
28 Liberty St. 21st fl
New York, NY 10005
212-416-8285

North Carolina

Secretary of State
Securities Division
Old Revenue Complex
2 South Salisbury Street
Raleigh, North Carolina 27601

North Dakota

North Dakota Insurance & Securities Department
600 East Boulevard Avenue
Bismarck, North Dakota 58505-0510
(701) 328-2910

Rhode Island

Department of Business Regulation
1511 Pontiac Avenue, Bldg. 68-2
Cranston, Rhode Island 02920

South Carolina

Office of the Secretary of State
1205 Pendleton Street
Edgar Brown Building, Suite 525
Columbia, South Carolina 29201

South Dakota

Division of Insurance
Securities Regulations
124 S. Euclid, Ste. 104

Pierre, South Dakota 57501

Texas

Office of the Secretary of State
Statutory Document Section
1019 Brazos Street
Austin, Texas 78701

Utah

Utah Department of Commerce
Division of Consumer Protection
160 East Three Hundred South
P.O. Box 146704
Salt Lake City, Utah 84114-6704

Virginia

State Corporation Commission
Division of Securities and Retail Franchising
1300 East Main Street, 9th Floor
Richmond, Virginia 23219

Washington

Department of Financial Institutions
Securities Division
150 Israel Road Southwest
Olympia, Washington 98501

Wisconsin

Administrator of the Division of Securities
4822 Madison Yards Way
Madison, Wisconsin 53705

LIST OF STATE AGENTS FOR SERVICE OF PROCESS

The following state agencies are designated as our agents for service of process under the applicable state laws. We may register in one or more of these states.

California

Commissioner of the Department of Financial Protection and Innovation
One Sansome Street, Ste. 600
San Francisco, California 94104

Commissioner of the Department of Financial Protection and Innovation
320 W. 4th Street, Suite 700
Los Angeles, California 90013

Commissioner of the Department of Financial Protection and Innovation
1515 K St., Suite 200
Sacramento, California 95814
(866) 275-2677

Connecticut

Connecticut Banking Commissioner
Department of Banking
Securities & Business Investments Division
260 Constitution Plaza
Hartford, Connecticut 06103
860-240-8299

Hawaii

Commissioner of Securities
Department of Commerce and Consumer Affairs Business Registration Division

Securities Compliance Branch
335 Merchant Street, Room 203
Honolulu, Hawaii 96813

Illinois
Illinois Attorney General
500 South Second Street
Springfield, Illinois 62706

Indiana
Indiana Secretary of State
Securities Division
302 West Washington Street, Room E-111
Indianapolis, Indiana 46204

Maryland
Maryland Securities Commissioner
Office of Attorney General
Securities Division
200 St. Paul Place
Baltimore, Maryland 21202

Michigan
Michigan Department of Attorney General
Consumer Protection Division
Attn: Franchise Section
P.O. Box 30213
Lansing, Michigan 48909

or

525 W. Ottawa Street
G. Mennen Williams Bldg, 1st Floor
Lansing, MI 48913

Minnesota
Minnesota Commissioner of Commerce
Minnesota Department of Commerce
85 7th Place East, Suite 280
St. Paul, Minnesota 55101

New York
Secretary of the State of New York
99 Washington Avenue
Albany, NY 12231

North Dakota
North Dakota Securities Department
State Capitol – 5th Floor
600 East Boulevard
Bismarck, North Dakota 58505-0510

Rhode Island
Department of Business Regulation
1511 Pontiac Avenue, Bldg 68-2
Cranston, RI 02920

South Dakota
Division of Insurance
Securities Regulations
124 S. Euclid, Ste. 104
Pierre, South Dakota 57501

Virginia
Clerk of the State Corporation Commission
1300 East Main Street, 1st Floor

Richmond, Virginia 23219

Washington

Director, Department of Financial Institutions
Securities Division
150 Israel Road Southwest
Olympia, Washington 98501

Wisconsin

Administrator of the Division of Securities
4822 Madison Yards Way,
Madison, Wisconsin 53705

Service of Process in Colorado

Ben Kramer, President
761 W. 1200 N.
Springville UT 84663

EXHIBIT B

FRANCHISE AGREEMENT

**Ringside Development Company
d/b/a Bio-One Colorado, Inc.**

FRANCHISE AGREEMENT

THIS CONTRACT IS SUBJECT TO ARBITRATION

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RINGSIDE DEVELOPMENT COMPANY d/b/a BIO-ONE COLORADO, INC
FRANCHISE AGREEMENT

This Franchise Agreement (“**Franchise Agreement**” or “**Agreement**”) is entered into and made effective as of the “**Effective Date**” (defined below as _____) between Ringside Development Company d/b/a Bio One Colorado, Inc an Arizona corporation authorized to do business in Colorado (“**Franchisor**”, “**we**” or **similar pronouns**) having a principal place of business at 761 W. 1200 N., Springville UT 84663, and _____ and _____ having a principal place of residence located at _____ (“**you**,” “**yourself**,” “**your**,” “**Franchisee**,” or words of a similar nature).

RECITALS

We have developed a unique system for establishing and operating a restoration services business providing removal of regulated and non-regulated bio-medical waste with additional services such as cleaning, disinfecting, hoarding remediation, medical waste, and sharp-instruments removal to residential, commercial, and governmental locations. (**Business**). You declare that you have fully investigated and familiarized yourself with the essential aspects and purposes of this opportunity and have been advised by counsel, or have had the reasonable opportunity to be advised by counsel chosen by you, of the terms and conditions of this Franchise Agreement, and you agree that your consistent and uniform operation of the Business using the System is essential.

NOW, THEREFORE, in consideration of the mutual covenants, agreements, terms, and conditions herein contained and the acts to be performed by the respective parties hereto, the Parties agree as follows:

COVENANTS

ARTICLE 1

**DEFINITIONS, GRANT OF FRANCHISE LICENSE, LICENSE, REASONABLE BUSINESS JUDGMENT,
AND RESERVATION OF RIGHTS**

1.1 Definitions

Unless otherwise defined in the body of this Franchise Agreement, the following capitalized terms have the meaning set forth here:

“**ACH**” or “**Automated Clearing House**” refers to the process used for electronic bank-to-bank transfers of fees due to us.

“**Additional Training**” means the Initial Training given to a Person besides the two people that are allowed to take Initial Training; a person permitted to take Initial Training but who fails to get such training within 365 days from the Opening Date; or, for additional, advanced, or extraordinary training that you request or that we require you to take.

“**Additional Training Fee**” means our then-current fee for Additional Training.

“**Affiliates**” means an entity controlled by, controlling, or under common control with another entity. We currently have no Affiliates though we may have one or more Affiliates in the future. You may be required to work with or purchase goods and services from one of our Affiliates. Our affiliate Bio One IP, LLC (IP Affiliate), licenses us the right to sublicense the Marks to you.

“**Audit Fees**” means the then-current fees we charge if you understate your Gross Sales. This fee includes our costs and expenses, including any accountants’ and attorneys’ fees, travel, room, and board, plus a fixed fee payable to us.

“**Business**” means the business that you operate under this Franchise Agreement.

“**Business Vehicle**” means a commercial truck such as a Ford Transit E350 box truck or similar vehicle that is no older than 15 years and that is in commercially reasonable condition. The Business Vehicle must be bright white.

“**Conference**” means the annual conference that we hold.

“Conference Fee” means our then-current fee for attending the Conference.

“Change of Control” means that (i) the natural person franchisee takes on a partner regardless of whether such partner is in control or not; (ii) a natural person franchisee converts to a business entity franchisee and then delivers more than 49% of the equity interest of such business entity to another Person; (iii) a business entity franchisee takes on any number of equity partners and delivers more than 49% of the equity interest to such Persons; (iv) through the Transfer of so much of the equity interests equal 49% or more to a Person other than you; (v) by a transfer of any equity interest to a voting agreement, voting trust, or the like); or, (vi) the franchisee (whether a natural person or business entity) in any manner delivers control of the day-to-day operations of the Franchised Business to a Person who has not first been approved by us.

“Claims” has the meaning given to that term in Article 14.

“Client” means the commercial, governmental, and residential users to whom you sell and deliver the products and services through the Business.

“Client Service Fee” means all costs and fees that we incur if one of your Clients complains to us and if we determine it to be necessary for us to provide services to your Client.

“Client List” means the names and all contact information of your Clients.

“Competitive Business” is any business that offers removal of regulated and non-regulated bio-medical waste with additional services such as cleaning, disinfecting, hoarding remediation, medical waste, and sharp-instruments removal to any residential, commercial, or governmental location, or that is offering any of the goods or services we are then offering to any residential, commercial or governmental location at the time that this Franchise Agreement is either terminated or expires.

“Computer System” means the computer hardware and software that we require you to have to operate, all of which are more fully described in the Manuals or in handouts that we provide.

“Compliance” means that you (i) are current in all respects under this Franchise Agreement and will be in Compliance at the time you and we execute any document or take any action that requires Compliance; and (ii) have received no more than three written notices of breach of this Franchise Agreement (each of which was timely cured) during the Initial Term and no more than one such notice during any Successor Franchise Term.

“Default Interest” means our then-current interest charged on late payments and on underreported Gross Sales, compounded monthly. We may change Default Interest at any time after giving you no less than 60 days’ prior written notice, but any change will not violate the Applicable Laws of your state.

“Designated Manager” means the person besides your Principal Operator and you that has received our training and is authorized by you to operate the Business from day to day. The Designated Manager need not be an owner of any interest in the Business.

“Designated Manager Training Fee” means the then-current fee we charge for training a substitute or new Designated Manager.

“Due Date” is the date on which all Royalties and other fees are due to us under Article 3.

“Effective Date” is the date that we fully execute this Franchise Agreement. There is no agreement, and this is not a contract between us until that date.

“Event of Default” means any default of any provision of Sections 10.1 through 10.3 of Article 10.

“Fair Market Value” means the value that a reasonable person who is under no duress or obligation would pay for the furniture, fixture, equipment, or item that is being sold by a seller who is under no duress or obligation. If we cannot agree on the Fair Market Value, an independent appraisal will be done at our expense by an appraiser selected by us but who is independent and disinterested in the outcome of any such valuation, and no goodwill will be considered in the valuation.

“Force Majeure” means that except for monetary obligations to be paid by you, which are due regardless of the existence of an event of Force Majeure, or as otherwise specifically provided in this Franchise Agreement, if either of us is

delayed, hindered in, or prevented from the performance of any act because of strikes, lock-outs, labor troubles, inability to procure materials, failure of power, restrictive governmental laws or regulations, epidemic, pandemic, or other city, county, national, or international public health emergency, riots, insurrection, war, or other causes beyond the reasonable control of the Party, then the performance of such act will be excused for the period of the delay, but in no event to exceed 45 days.

“Franchise Advisory Council” means the then-current advisory council of franchisees chosen by all franchisees after a vote.

“Franchise Disclosure Document” or “FDD” means the disclosure document that was delivered to you at least 14 calendar days before you signed this Franchise Agreement or paid any money to us.

“Franchisee” means your Principal Operator, any Designated Manager, you, any Guarantor, any officers, directors, managers, members and the holders of any equitable interest in a business-entity Franchisee, your family members that actively participate in the Business, and all others who may take an active role in the operation of the Business in a manager or above position. The use of personal pronouns such as “you” means the Franchisee and includes all Persons identified in this definition.

“Franchisee Manual” or “Manual” means the operations manuals (which may be in paper or electronic format and may be changed and updated by paper or electronic notices including email and texts) that are delivered to you before you open for business, that may be amended from time to time.

“Franchised Location” means the Franchised Business’s physical location, the address of which is identified in Exhibit 2.

“Franchise Territory” means the Franchised Location, together with surrounding areas as more particularly set forth on the Data Sheet. Your Franchise Location will comprise a certain designated geography within which you are authorized to provide services (the “Operating Territory”) and a certain designated geography within which you may advertise or market your services (the “Marketing Territory”).

“Franchisor” means the entity identified in this Franchise Agreement as the Franchisor and also includes our parent, predecessor, any Affiliate (if one or more Affiliates exist), plus the respective shareholders, directors, officers, managers, members, employees, and agents, and all successors, and assignees of the Franchisor, its parent, predecessor or Affiliate. The use of personal pronouns such as “we,” “our,” or “us” means the Franchisor.

“Grand Opening” means the celebration opening of the Business, and **“Grand Opening Cost”** is the amount you spend on your grand opening.

“Gross Sales” means all revenue and income generated from the operation of your Business whether received in cash, in services in kind, from barter or exchange, on credit (whether or not payment is received), including revenue from Clients you bill directly or from a billing service, from late fees, from revenue generated that is more than the billed amount, and any other amount charged to Clients. You may deduct from Gross Sales all sales tax or similar taxes that, by law, are chargeable to Clients by any taxing authority and are collected by you. You may also deduct from Gross Sales the amount of any documented approved discounts, refunds, and credits.

“Indemnified Parties” has the meaning given to it in Article 14.

“Initial Franchise Fee” and “IFF” means the fee that you pay us for the award to you of the rights granted to you under this Agreement, as more fully described in Article 3.

“Initial Term” has the meaning given to it in Article 4.

“Initial Training” means the initial training we offer to you and one other person as per Article 7.

“Involuntary Transfer” means any Transfer not approved by us and includes the loss of, transfer of, or assignment of, any interest in this Franchise Agreement; any of your interest in the Business; a substantial portion of the assets of the Business; any interest in the business entity that is the Franchisee or the transfer or assignment of any other asset or interest as a result of, any insolvency or bankruptcy proceeding; the foreclosure of any manner of lien or encumbrance; the taking as a result of a divorce or separation, or in the case of a business entity any action by the equity owners or creditors the result of which is the loss of any interest described in this definition; or the loss through any other means or method over which the Franchisee has

no control, or against which Franchisee cannot substitute a bond or other monetary instrument to avoid such Involuntary Transfer.

“Late Fee” means our then-current late fee for failure to timely make payments because of underreporting or for another breach for which the fee can be collected. The Late Fee applies to each separate fee that you pay late. We may change this fee at any time and in any amount after giving you no less than 60 days’ prior written notice.

“Local Advertising” has the meaning given to it in Article 3.

“Local Advertising Fee” has the meaning given to it in Article 3.

“Mandatory Non-Attendance Fee” means the then-current fee we charge if you fail to attend a mandatory conference.

“Marks” means all trademarks, trade names, logos, service marks, and similar commercial symbols that we require you to use in identifying your Business, and as more fully stated in Article 6.

Minimum Royalty is the minimum amount you will pay monthly if your Percentage Royalty calculation results in an amount that is less than the Minimum Royalty. The Minimum Royalty figure is calculated as more fully stated in Article 3 but will never be less than \$750.

“National Branding Account” is the account into which all Marketing Fees are deposited as more fully outlined in Article 3.

“Marketing Fee” has the meaning given to it in Article 3

“Opening Date” means the date by which you must be open for business as more fully defined in Article 2 below.

“OSHA (Occupational Safety and Health Administration) Training” means the mandatory training that we supply on OSHA standards applicable to your operation of the Business as more fully disclosed in Article 7.

“OSHA Training Fee” means the then-current fee that we charge for you to attend the training.

“Party” or the “Parties” means the Franchisor and the Franchisee.

“PCI-DSS” is the acronym for “Payment Card Industry – Data Security Systems” and refers to the rules and regulations of the PCI Security Standards Council, which in turn set up standards for the acceptance of credit cards, debit cards, and similar payment cards.

“Percentage Royalty” is the Royalty figure determined by multiplying monthly Gross Sales by 7.5%.

“Permanent Disability” means a mental or physical disability, impairment, or condition that is reasonably expected to prevent or does prevent the Principal Operator or you from supervising the management and operation of the Franchised Business for 120 days from the onset of such disability, impairment or condition.

“Person” means a natural person, a business entity of any nature or kind, and the equity holders in any business entity.

“Point of Sale System” or “POS System” means the hardware and software that you will be required to purchase, maintain and use for accounting for all of the goods and services you deliver to Clients.

“Principal Operator” means the person authorized by the business-entity Franchisee to receive our training, to operate the Business, and to act as the contact between us. The Principal Operator must own no less than 25% of the equity in the franchisee business entity.

“Proposed Transferee” means the Person to whom Franchisee wishes to Transfer an interest as more fully described in Article 9.

“Proprietary Information” has the meaning given to it in Article 6.

“QSP Consumables” means those items that are consumed and that need to be replenished through our approved vendor, an Affiliate, or us. QSP Consumables include bio-hazardous-compliant suits, gloves, masks, hazardous-waste transport containers, and similar items consumed at a job site.

“QSP Cost” means the then-current initial fee that is then being charged for the QSP Package.

“QSP Package” means that package of equipment, hand tools, cleaning supplies (including solvents and cleaning liquids), sponges, pails, QSP Consumables, vacuums, and other equipment, tools, and supplies that must be purchased from our approved vendor, an Affiliate, or us. The QSP Package includes shelving for the Business Vehicle (if shelving is not already installed) and other equipment necessary to operate.

“QSP Package Maintenance and Renewal Fee” means the then-current fee that we charge for the maintenance of and renewal of the QSP Package (except for the QSP Consumables, which must be replaced as needed.)

“Reasonable Business Judgment” Use of our Reasonable Business Judgment means that our determination on a given matter will prevail even in cases where other alternatives are also reasonable so long as we are intending to benefit or are acting in a way that could reasonably benefit any component of the System or the Marks, any one or more of the franchisees, or any other aspect of the franchise system. Such decisions include matters that may enhance or protect the Marks and the System; increase Client satisfaction; increase the use of the services all franchisees offer; and matters that correspond with franchisee satisfaction. We are not required to consider the particular economic or other circumstances of you or any other franchisee when exercising our Reasonable Business Judgment. Reasonable Business Judgment decisions will not affect all franchisees equally, and some will benefit while others will not. You and we intend that the exercise of our Reasonable Business Judgment will not be subject to limitation or review. If applicable law implies a covenant of good faith and fair dealing in this Franchise Agreement, you and we agree that such covenant will not imply any rights or obligations that are inconsistent with a fair construction of the terms of this Franchise Agreement.

“Regional Advertising Program” has the meaning outlined in Article 3.

“Report Late Fee” means the then-current fee that we charge if you are late in filing any reports required by this Franchise Agreement. The Report Late Fee is applicable to each separate report that you file late. We may increase the fee in any amount at any time after giving you no less than 60 days’ prior written notice.

“Royalty” means the Minimum Royalty or the Percentage Royalty as applicable.

“Successor Franchise Fee” is \$10,000.

“Successor Franchise Rights” has the meaning given to it in Article 4.

“Successor Franchise Term” has the meaning given to it in Article 4.

“System” means without limitation, the manner and method of training that we deliver to you; the operations, standards, and procedures that you will use in the day-to-day operation of the Business; marketing programs; the economic and financial characteristics of the Business; any copyrighted, trade secret or confidential information owned by us; the Proprietary Information; the Marks; and all other copyrighted, trade secret or confidential information owned by us. You must operate under our System. This definition may be supplemented by other language of this Franchise Agreement and by us from time to time.

“Technology Maintenance Fee” means the then-current fee you will pay us to maintain your presence on our internet web system. Payment is due with Royalties.

“Technology Startup Fee” means the then-current fee we charge you before you open for such technology-related startup costs associated with website costs, search engine optimization, call center setup, securing a domain for your franchised Business and the associated local telephone number.

“Temporary Management Fee” is the then-current fee that we charge if you breach this Franchise Agreement and if we elect to operate your Business temporarily.

“Training” has the meaning given to it in Article 7.

“**Transfer**” has the meaning given to it in Article 9.

“**Transfer Fee**” is \$15,000.

1.2 Grant of Franchise

- a. Subject to the terms of this Franchise Agreement, we grant you, and you accept from us, the non-exclusive right to use the Marks and System in connection with the establishment and operation of one Business at the Franchised Location. You will complete the Statement of Ownership found at Exhibit 1. You agree that an updated Exhibit 1 will be furnished within 30 days of any change. Each Person who is or becomes a Principal Operator and each natural person that joins the business-entity Franchisee as an equity owner must sign a guaranty in the then-current form that is now found at Exhibit 8.
 - i. Rights to Franchise Territory. During the term of this Agreement, and provided that you are in compliance with the terms and conditions of this Agreement, we will not (i) modify the Franchise’s Operating Territory without your written permission, or (ii) subject to our reservation of rights set forth in Section 1.5, establish more than one (1) additional Bio-One business for every one million (1,000,000) persons in your Marketing Territory. Population demographics is determined by reference to the most recent figures available from the U.S. Census Bureau or a similar third-party source.
- b. At the time you sign this Franchise Agreement, and if you are a business entity, you must deliver to us your articles of incorporation, articles of organization, partnership agreement, or similar organizational documents filed with your state and proof that the business entity is in good standing with such state.
- c. **As part of the grant of this Franchise Agreement, you agree that you will be subject to an initial credit and criminal background check before the Effective Date.** You further agree that we have the right to recheck your credit and criminal background at any time during the Term (or any Successor Franchise Term) of this Agreement. You will sign the release that is attached as Exhibit 3.
- d. You do not receive any options, rights of first refusal, or similar rights to acquire additional franchises.

1.3 Scope of Franchise Operations

You will comply at all times with your obligations under this Franchise Agreement and will use your best efforts to promote and operate the Business continuously. You will utilize the Marks, System, Proprietary Information, and Manuals to operate all aspects of the Business. The Business will offer all products and services that we designate (which product and service mix may change from time to time) and is restricted from offering or selling any products and services not previously approved in writing. You may not advertise or solicit customers, perform services or sell products related to the Business outside the Franchise’s Marketing Territory without our prior written consent, which consent we may give, condition, or withdraw as we deem appropriate. You may perform your services anywhere within the Operating Territory.

1.4 Reasonable Business Judgment

We will use our Reasonable Business Judgment in the exercise of our rights, obligations, and discretion, except where otherwise indicated. As part of its Reasonable Business Judgment, and to respond timely to market conditions and clients’ needs and wishes, we reserve the right, in our sole determination, to vary any standard of the System Marks or the Franchisee Manuals.

1.5 Reservation of Rights

Our Affiliates and we reserve the right, among others, to,

- a. own, franchise, or operate businesses that are similar to your Business and uses the Marks and the System at any location;
- b. use the Marks and the System to sell any products or services (which may be similar to those that you will sell) through any alternate channels of distribution. Alternate channels of distribution include the internet, mail order, and catalog

sales. You cannot use alternate channels of distribution without our express permission, which may be granted or denied for any reason or no reason at all;

c. use and license others to use other trademarks, trade names, service marks, logos, copyrighted materials, and methods of operation that are not the same as or confusingly similar to the Marks, that offers goods, services, and related products that may be similar to, or different from, the business operated by you;

d. purchase, or be purchased by or merge or combine with any business, including a business that competes directly with your Business, wherever located;

e. acquire and convert to our System any businesses offering services and products similar to those offered by you, including such businesses operated by competitors or otherwise operated independently, or as part of, or in association with any other system or chain, whether franchised or corporately owned; and,

f. retain all other rights not specifically reserved to you in this Franchise Agreement.

g. Though we can use alternative channels of distribution to make sales of goods, items, and services associated with the System and the Marks, or associated with any other system or trademarks, service marks, trade names, logos, and the like, we have not done so as of the date of the disclosure document. We reserve the right to do so at any time. We do not pay any compensation for soliciting or accepting orders through alternate channels of distribution regardless of the order's proximity to your Franchised Location.

1.6 Other Covenants Relating to the Grant of this License

a. **WE BOTH AGREE TO WAIVE THE RIGHT TO A JURY TRIAL AND TO BE AWARDED EXEMPLARY, PUNITIVE, OR CONSEQUENTIAL DAMAGES IN ANY ACTION BROUGHT CONCERNING THE RELATIONSHIP BETWEEN YOU AND US. SEE ALSO ARTICLE 10.**

b. **WE BOTH AGREE THAT EACH OF US IS LIMITED TO BRINGING ANY LEGAL CLAIM AGAINST THE OTHER WITHIN ONE YEAR OF THE DATE THAT THE FACTS WHICH GIVE RISE TO THE CLAIM WERE DISCOVERED, OR ONE YEAR FROM THE DATE THAT SUCH FACTS REASONABLY SHOULD HAVE BEEN DISCOVERED.**

c. **THIS FRANCHISE AGREEMENT DESCRIBES THE TERMS AND CONDITIONS ON WHICH WE CURRENTLY OFFER FRANCHISES TO NEW FRANCHISEES. WE MAY OFFER FRANCHISES UNDER DIFFERENT TERMS AND CONDITIONS TO ENHANCE, BUILD, AND PRESERVE THE SYSTEM.**

d. You covenant, represent, and warrant the following, and you acknowledge that we are relying upon such covenants, representations, and warranties in making its decision to enter into this Agreement:

- i. You acknowledge that you have received and have read this Franchise Agreement and all Exhibits attached hereto. Specifically, you have been advised by us to seek out and use professional counsel of your choosing to interpret any terms, covenants, or conditions of this Franchise Agreement and advise on the relationship overall. It is your sole and exclusive obligation to obtain such counsel, and we will not provide any legal, financial, or other counsel about this Franchise Agreement.
- ii. You have adequate funding to purchase and operate the Business and, as a result, are financially capable of undertaking the risks involved in the opening and operation of any business. You know of no circumstances that would lead to litigation against you in the future.
- iii. All statements made by you in writing in connection with its application for this Franchise were, to the best of its knowledge, true when made and continue to be true as of the date of this Franchise Agreement.

iv. You are not a party to any litigation or legal proceedings other than those that have been disclosed to us by you in writing.

v. You agree to comply with and to assist us to the fullest extent possible in our efforts to comply with Anti-Terrorism Laws as defined below. As a result, you and your owners certify, represent, and warrant that: (i) none of their property or interests is subject to being "blocked" under any of the Anti-Terrorism Laws and that you are not otherwise in violation of any of the Anti-Terrorism Laws; (ii) none of them is listed in the Annex to Executive Order 13224 (which can be

accessed at <http://www.treasury.gov/offices/enforcement/ofac/sanctions/terrorism.html>); (iii) it will refrain from hiring (or, if already employed, retain the employment of) any individual who is listed in the Annex; (iv) it has no knowledge or information that, if generally known, would result in you being listed in the Annex to Executive Order 13224; (v) it is solely responsible for ascertaining what actions it must take to comply with the Anti-Terrorism Laws, and you specifically acknowledges and agrees that its indemnification responsibilities set forth in this Agreement pertaining to its obligations under this subparagraph; and (6) any misrepresentation under this subparagraph or any violation of the Anti-Terrorism Laws by you or your employees constitutes grounds for immediate termination of this Agreement and any other agreements between us. For purposes of this Franchise Agreement, "Anti-Terrorism Laws" means Executive Order 13224 issued by the President of the United States, the Terrorism Sanctions Regulations, and other regulations found at 31 CFR 515, 595, 597, and any laws which now pertain or which may in the future pertain to the matters of this Section.

e. We receive rebates and material benefits from vendors with whom you are to do business. We may share the rebates or material benefits, or not, in our sole discretion.

1.7 Compliance with PCI-DSS

You are responsible for maintaining compliance with all PCI-DSS standards, rules, regulations, and laws. Talk with your merchant banker or the business that controls your use of a Client's credit card, debit card, or similar payment card. Should you fail to maintain such standards, or should there be a breach of your security systems such that PCI-DSS standards are breached, you will immediately notify us and will take all action necessary to resolve the same. You will indemnify us for any loss we suffer due to a breach of the PCI-DSS standards, as more fully stated in Article 14.

ARTICLE 2

OPENING PERIOD AND EQUIPMENT

2.1 Opening Date

a. You must open within 90 days of the date you sign the Franchise Agreement (Opening Date). You must attend Initial Training before you open. We may extend the Opening Date for a reasonable time (not to exceed 20 days) in the event factors beyond your reasonable control prevent you from meeting the deadline, and you request an extension of time from us.

b. Before opening, you must secure all necessary permits and licenses, purchase or lease all of the equipment required, and obtain and provide evidence of insurance.

2.2 Franchised Location

a. It is expected that you will operate your Business from your home (**Franchised Location**). We have no criteria for your Franchised Location.

b. The Franchised Location must be wired for internet access via a high-speed connection with a configuration acceptable to us.

c. You must abide by all federal, state, and local government guidelines concerning the status of any employees or independent contractors that you use.

d. You may relocate your Franchised Location after first obtaining our permission.

e. We do not review or approve any lease.

f. You will not receive an exclusive territory. You may face competition from other franchisees, from outlets that we own, or from other channels of distribution or competitive brands that we control. Your Protected Marketing Territory ("PMT") is defined in Exhibit 2. Your right to conduct marketing in such territory will be protected as follows: we will take reasonably available measures, including enforcement of rights under other franchise agreements, to assure that no other franchisee of ours conducts advertising, marketing, or related digital campaigns or activities within the PMT or directed at the PMT under any agreement entered into from and after the date of this Agreement. Such is conditioned expressly upon your being in good standing and not in default hereunder. Notwithstanding the generality of the foregoing, we shall in no instance be in violation of this Section 2.2(f) in the event that rights or licenses in existence prior to the date of this Agreement create a right

in another Bio-One franchisee that otherwise would violate this provision, provided that we agree not to renew such rights or licenses at the time that they expire by their terms or are otherwise terminated, for so long as the rights of this Section 2.2(f) exist in your favor, and provided further that you remain in good standing and not in default.

THE LOCATION OF YOUR BUSINESS DOES NOT IN ANY WAY GUARANTY YOUR SUCCESS OR PROFITABILITY.

2.3 QSP Package, Business Vehicle Requirements, Computer System, and Other Furniture, Fixtures and Equipment

- a. You must purchase the QSP Package (plus applicable tax, tariff, and freight/shipping costs) at the time you pay the IFF or at the time you acquire the franchise.
- b. You must maintain all of the QSP Package equipment to keep each piece operational. You may be required to replace all of the durable tools and equipment supplied with the original QSP Package no more often than once every five years at our then-current QSP Package Maintenance and Renewal Fee. We have the right to increase the QSP Cost for items in the QSP Package by any amount without limitation. We will notify you 60 days before a new fee is to be collected. The content of the QSP Package used for maintenance or renewal will be available only from an approved supplier, an Affiliate, or us. All QSP Consumables delivered as part of the QSP Package must be replaced as often as necessary and must be purchased from our approved vendor, an Affiliate, or us.
- c. You must own, purchase, or lease a late-model Business Vehicle. You may already own a vehicle that meets our requirements. If not, you must purchase or lease a Business Vehicle that meets our requirements, which are more fully stated in the Manual.
 - i. You may purchase or lease the Business Vehicle from any source.
 - ii. The Business Vehicle must be in reasonable mechanical condition, and the body must be free of material dents, scratches, or rust. You must maintain the mechanical integrity and appearance of your Business Vehicle. If the Business Vehicle exceeds 15 years of age at any time during the Initial Term or any Successor Franchise Term, or if using our Reasonable Business Judgment, we determine that it has not been properly maintained, you may be required to replace it with the then-current Business Vehicle we require of all new franchisees.
 - iii. You must properly title and license the Business Vehicle and must maintain the insurance we require for the Business Vehicle (Article 17) at all times.
- d. You must purchase the Computer System that we require, which is more fully stated in the Manual or a handout.
 - i. You must maintain all components of the Computer System to keep them operational.
 - ii. We may require you to update the Computer System hardware no more often than once every five years. We may, however, change the configuration of the Computer System at any time, and if we do, you will be required to comply within 60 days of the date you receive written notice from us.
 - iii. The Computer System must be connected to a high-speed internet connection at all times.
- e. You must also have a printer of any type. You may already have this equipment.
- f. You will need a desk, phone, chair, and other office furniture.
- g. We may, in the future, require you to purchase a POS System from our approved vendor, an Affiliate, or us. We will give you no less than 60-days prior written notice before requiring you to purchase the POS System.
- h. We will have independent access to your Computer System, except we will never disclose a Client's personal information. If your databases are passcode protected, you will provide the code to us upon request. The information accessed will include scheduling information, attendees, and the identity of venues at which your services are offered. There are no other contractual limitations on our right to access such information

ARTICLE 3

FEES, ADVERTISING, and REPORTING

3.1 Initial Fees and Payments to Us Before Opening

- a. The IFF is stated in Exhibit 1 and is due when you sign this Franchise Agreement. You acknowledge that the IFF represents payment for the training and the initial grant of the rights to use the Marks and Systems and that we have earned the initial franchise fee upon receipt thereof.
- b. Before opening, you will also pay us,
 - i. the QSP Cost for the QSP Package;
 - ii. our then-current Technology Startup Fee;
 - iii. the Annual Conference Registration Fee; and,
 - iv. the OSHA Training Fee (due within seven days of execution of this agreement).
- c. Unless stated elsewhere in this Franchise Agreement, all fees are uniform, fully earned by us, payable in one lump sum, and are non-refundable.

3.2 Technology Maintenance Fee and New Technology Fees

- a. You will pay us our then-current Technology Maintenance Fee. We may increase this fee at any time without limitation after first giving you no less than 60 days' written notice. We may change the suppliers of these services at any time.
- b. We each also acknowledge and agree that changes to technology are dynamic and not predictable. To provide for inevitable but unpredictable changes to technological needs and opportunities, you agree that we will have the right to establish, in writing, reasonable new standards and fees for implementing new technology in the System; and you agree to comply with those reasonable new standards. Such standards may include designation of vendors for mandatory or optional software or services at the vendors' then-current rates and on their terms.

3.3 Royalty

- a. You will pay the greater of the Minimum Royalty or the Percentage Royalty monthly (**Royalty**), which is collected in the manner more fully stated below. We will start billing for Royalties and all other fees collected with the Royalty on the earlier of i) ninety (90) days after the Effective Date, or ii) the commencement of your franchised business generating any Gross Revenues.
- b. The Minimum Royalty will be \$750 from the Effective Date through the 12th month; beginning in the 13th month and through the 24th month, the Minimum Royalty will be \$1,500; beginning in the 25th month, and through the remainder of the Initial Term, the Minimum Royalty will be \$2,250.
 - i. It may be increased no more often than once every 36 months during the Initial Term (as measured from the Effective Date), to reflect an increase in the "Consumer Price Index" for all urban consumers, all items seasonally adjusted (base 1982-1984) (**CPI-U**) that is quoted by the U.S. Bureau of Labor Statistics, or its successor.
 - ii. To determine if there is an increase in the CPI-U, we will first determine a baseline CPI-U (**Base CPI-U**) on the Effective Date. If the Effective Date is other than the first day of a month, then the Base CPI-U will be determined on the first day of the first month following the Effective Date. Then on the 36th-month anniversary of the Effective Date and again on the seventy-second month anniversary (or the first day of the month following the 36th or 72nd-month anniversary, if that date is other than the first day of a month), we will determine the then-current CPI-U. (**Current CPI-U**). We will calculate the increase (if any) in the Minimum Royalty by multiplying the then-current Minimum Royalty by a fraction, the denominator of which is the Base CPI-U and the numerator of which is the Current CPI-U.
- c. The Minimum Royalty and Percentage Royalty may increase to the then-current amount if you are awarded Successor Franchise Rights.

3.4 Advertising and Advertising Fees

a. Local Advertising, Grand Opening, and Web Presence:

- i. You must spend the greater of \$3,000 or 5% per month of Gross Sales (**Local Advertising Fee**) on local marketing (**Local Advertising**) using vendors of your choice. Except as stated below, Local Advertising may take any form you choose, and you may spend any additional amount you choose. You must conduct all of your advertising, marketing, and related digital campaigns or activities relating to your franchised business only in and directed at the Protected Marketing Territory.
- ii. As part of your Local Advertising, you must purchase internet marketing from Google, Bing, Yahoo, or similar search engine businesses. Before you open, you will inform us of the search engine you choose, and we will set up your account with them. We advise you to make your search area's radius equal to 50 miles from your Franchised Location. You may choose an area with more or less territory. You then have the right to control the cost each month paid to the search engine provider. With your permission, we have the option in our sole discretion to monitor your account to determine how your Local Advertising Fee is used. This is not required, and if we agree to monitor it, we may cease doing so at any time. You do not pay us for this service.
- iii. We must approve any marketing regardless of the medium into which it is inserted before it is placed. You will deliver the proposed marketing to us no less than 15 calendar days before its insertion into any medium. If you do not receive written notice within the 15 calendar days, the marketing is disapproved.
- iv. During the first three months of operation, you must plan, pay a minimum of \$750 for, and execute a marketing campaign (**Grand Opening**). We must review and approve your plans for the Grand Opening in the same way that we approve your local marketing.
- v. Unless otherwise approved in writing by us or outlined in the Manual, you will not establish a separate website on the internet. Any uniform resource locator (**URL**) addresses, email addresses, blogs, vlogs, social media sites, and the like you create for the Business also require our approval. Upon expiration or the earlier termination of the Franchise Agreement, the URLs, email addresses, blogs, vlog, social media sites, and the like will belong to us, and you will transfer each to us as we may require.

b. Regional Advertising

We reserve the right, upon 30 days prior written notice, to allocate all or a portion of your Local Advertising Fee to a regional marketing program (**Regional Advertising Cooperative**) for the benefit of Businesses located within a market area. We have the right to determine the composition of all market areas included in a particular Regional Advertising Cooperative. If a market region is formed, we will require all franchisees and company-owned and affiliate-owned Businesses to participate. The Regional Advertising Cooperative will be administered by the contributors to it. There will be no governing documents. All marketing for the Regional Advertising Cooperative will be prepared by a local, national or international marketing agency or by us. The Regional Advertising Cooperative will prepare unaudited financial statements and will make them available to all Cooperative participants within 120 days of the year-end. We have the right to change, dissolve, reinstate, or merge any Regional Advertising Cooperatives.

c. Marketing Fee

- i. We collect the greater of \$200 per month, or up to 2% of your monthly Gross Sales for national marketing (**Marketing Fee**). The Marketing Fee will be due at the same time as your Royalty.
- ii. The Marketing Fees will be deposited in a separate checking account, savings account, or any other account of our determination (**National Branding Account**). The National Branding Account is not a trust, and we assume no fiduciary duty in administering it. Any monies not used in any year will be carried to the next year.
- iii. The National Branding Account will be administered by us in our sole discretion. The Marketing Fees may be used for all marketing expenditures reasonably intended to benefit some or all franchisees and for the payment to us of costs related to administering the National Branding Account. (**National Branding**).
- iv. We make no guarantee to you or any other franchisee that National Branding or any marketing expenditures from the National Branding Account will benefit you or any other franchisee directly or on a pro-rata basis.

v. We assume no other direct or indirect liability or obligation to you concerning collecting amounts due to the National Branding Account or concerning maintaining, directing, or administering the National Branding Account.

vi. Any company-owned Businesses will participate in any national or regional marketing programs on the same basis as franchisee-owned Businesses.

vii. The marketing will be produced by a local, national, or international marketing agency or by us.

viii. Upon your prior written request, we will make available to you an annual unaudited financial statement no later than 120 days after our year-end.

ix. Though we have no plans now, we reserve the right to increase the Marketing Fee to no more than 3% of the Gross Sales. We will give you notice of our intent to do this and 60 days to comply.

x. We intend for the Marketing Fees to be continual and perpetual, but we have the right to form, change, suspend (and subsequently reinstate), merge or terminate it if necessary. We will not close the National Branding Account, however, until all contributions and earnings have been used for the purpose for which they were collected.

d. Franchise Advisory Council

All franchisees who are in full compliance with their franchise agreement are eligible to join our then-current Franchise Advisory Council. Currently, five franchisees that receive the greatest number of votes of all franchisees are placed on the council. The Franchise Advisory Council serves in an advisory capacity only, and we have the right at any time to form, change or dissolve (and then reinstate) Franchise Advisory Council.

e. National Accounts

We may, but are not obligated to, negotiate and enter into agreements with insurance companies or other businesses with multiple locations for us and/or our franchisees to provide the products and services offered by the Franchised Businesses to such insurance companies or business or their customers in accordance with the terms of such agreements ("National Accounts"). At the time of this Agreement, the National Accounts program has been implemented with various providers enrolled. We have sole discretion as to whether to designate a particular customer as a National Account, the terms and conditions of the National Account agreement, and the allocation of the National Account business among Franchised Businesses. We may designate any of your current or prospective customers as National Accounts without paying you any compensation. If we establish any National Accounts in your Territory, you have the right to participate in our National Accounts program, which will allow you to service the National Account customers in your Territory on our behalf. You must service National Account customers in accordance with the pricing and other terms that we have negotiated, which may be less than your standard pricing, and any rules that we have prescribed, including rules requiring response times of less than 24 hours. You must not enter into conflicting arrangements with National Accounts.

If you decline to service any National Account or fail to satisfy the conditions, rules, and obligations of any National Account or upon a National Account's request, we, in our sole discretion, may remove you from the entire National Account program. You may terminate your participation in the National Account program at any time by giving us at least 30 days' prior written notice. If you terminate your participation in the National Account program or we remove you from the National Account program, we have the right to service and/or authorize others to service all National Account customers within your Territory without any compensation to you, including National Account customers that you have previously been serving. If you are subsequently willing and able to provide service within your Territory, we have no obligation to readmit you to the program or to transfer any National Account customer to you.

3.5 Other Fees and New Lines

a. You will pay the Additional Training Fee and for any additional training as more fully described in Article 7.

b. You will be charged the Successor Franchise Fee (Article 4).

c. We may charge our then-current fee for approving a new vendor.

- d. Reserved.
- e. We may charge you our then-current Late Fee and Default Interest for failing to pay timely Royalties, Marketing Fee, or any fee that is due to us. Failure to deliver any of the required or requested records including books, tax returns, banking or other financial institution statements, records of other businesses owned, records of revenue or business done, invoices, receipts, or other reports will result in you incurring a per-day fee for non-reporting in the amount set forth herein or in our Operations Manual. When you have made delivery of the requested records or reports, such fee shall cease to be incurred.
- f. We will charge you the Transfer Fee.
- g. If you wish for more than two persons to attend Initial Training (Article 7), you will pay our then-current Additional Training Fee per person.
- h. If you wish to have an additional person at initial training or wish to receive advanced or additional training, you will pay the then-current fee;
- d. You will pay the then-current Designated Manager Training Fee.
- j. If your state assesses them, and except for our income taxes, you will reimburse us for all taxes we pay for products or services we furnish you, or on our collection of the Initial Franchise Fee, the Royalties, marketing contributions, or other fees. We will give you written notice if such a tax is levied and provide commercially reasonable proof of the tax calculation.
- k. Other fees you must pay are identified elsewhere in this Franchise Agreement.
- l. We may, from time and in our sole discretion, assess other fees or costs to operate the Business more efficiently or that may be assessed for other reasonable purposes. We will notify you of these fees and costs, and you will have a reasonable time within which to comply unless an earlier time for compliance is required elsewhere in this Franchise Agreement.
- m. We may, in the future, require all franchisees and you to add new goods, services, and technology to those already sold through or used in the Business. If we do this, you may incur additional expenses, costs, and fees, some of which may be due to an approved vendor, an Affiliate, a third party for whom we collect the funds, or us. If we introduce new lines of goods, services, and technology, we will notify you in writing and give you a reasonable time to comply with the changes.

3.6 Method of Payment, Reports and Audits

- a. The Royalty and all other fees due to us are paid monthly and will be delivered to us by such means as we may determine from time to time (including the delivery of EFT through an ACH transaction or EFT transaction by use of an authorization which must remain current and on file and allow us to draw funds owed without further authorization required, at our initiation) on or before the 16th day of the month that follows the month for which the Royalties and other fees were calculated (**Due Date**). All such fees will be deposited into your operating account no later than 3:00 p.m. Mountain Time by the 15th day of the month following the prior month's end. If the 16th falls on a Saturday, Sunday, or federal or state holiday, the Royalty will be due on the next business day.
- b. We have the right to change the method of collection of the Royalties and any other fees at any time after giving you reasonable notice. If we decide to use the ACH method, you will no later than ten days after receiving notice from us execute an authorization agreement for ACH transactions from your account to our account in the form that your bank may require.
- c. No later than the 5th day of the month following the month in which the Royalty is due, you will report to us by such means as we direct, such information under standard transmittal procedures established by this Agreement regarding the calculation of the Royalty, and such additional information as we may request.
- d. You agree to record all Gross Sales of the Business at the time of the sale in your Computer System. You agree to retain all computer records, charge account records, sales slips, orders, return vouchers, sales tax reports, and all of your other business records and related background material for at least seven years following the end of the year in which the items were or should have been generated.

e. In our discretion, we may require you to, and you will provide us with monthly or quarterly financial statements (or both), including a profit and loss statement and balance sheet by the 10th of each month for the previous month or quarter (or both) in the form that we designate. We may, as outlined in the Operations Manual, require you to use certain designated software for accounting or bookkeeping purposes. Your use of such software is a condition to your franchise, and in connection with such use, you must furnish to us no less than Viewing access to such software, together with all required reports as set forth herein. If we designate required accounting software, you must use such software from any designated vendor(s) as set forth in the Operations Manual. Such software use may include fees paid directly to such vendor(s), on such terms that they set.

f. In addition, you will submit to us within ten days after the end of each calendar year a complete financial statement for the preceding calendar year, including profit and loss statements and your balance sheet.

g. You will also provide us with your year-end business tax returns within ten days of the date that they are filed with the federal and state governments but no later than October 15 of each calendar year.

h. The monthly, quarterly, and yearly financial statements must be prepared using generally accepted accounting principles and must be based upon the accrual method of accounting. All bookkeeping and accounting must be completed by an employee, independent contractor, bookkeeper, accountant, or certified public accountant that is not you or a family member. You must provide us with reasonable proof at the end of each calendar year that your bookkeeping and accounting have met this requirement. We may, as outlined in the Operations Manual, require you to use certain designated software for accounting or bookkeeping purposes. Your use of such software is a condition to your franchise, and in connection with such use, you must furnish to us no less than Viewing access to such software, together with all required reports as set forth herein.

i. All financial statements must be accompanied by a statement certified under penalty of perjury from the employee, independent contractor, bookkeeper, accountant, or certified public accountant that the documents are true and accurate.

j. If you fail to timely deliver any records required under this Franchise Agreement, we have the right to collect the then-current Report Late Fee for each separate late report in addition to any other rights we may have. We may increase this fee by any amount after giving you no less than 60 days' prior written notice.

k. If you fail to timely pay any Royalties or other fees due under this Franchise Agreement, have underreported Gross Sales, or for another breach for which the fee can be collected, you will owe the then-current Late Fee and Default Interest in addition to such Royalties and other fees. This will be automatically assessed and debited or paid along with the late payment fees due to us.

l. You acknowledge that this Section does not constitute our agreement to accept such payments after the Due Date or a commitment to extend credit to or otherwise finance the operation of the Business. In no event will you be required to pay interest at a rate greater than the maximum interest rate permitted by applicable law. The collection of any Late Fee, Default Interest, or Report Late Fee and the acceptance of any late payment will not diminish our right to any other remedies available under this Franchise Agreement.

m. We have the right to audit and copy your books and records at any time. We also have the right at any time to have an independent audit made of the books of the Business. If we discover that you have underreported your Gross Sales by 2% or less, you will have breached this Franchise Agreement and will (i) pay Royalties and all other fees calculated from Gross Sales, plus Late Fees and Default Interest; (ii) pay the then-current Audit Fee; (iii) if we decide, you will have your record-keeping done by a third-party bookkeeper; and, (iv) take other remedial measures we decide. If it is determined that you have understated your Gross Sales by more than 2%, you will have breached this Franchise Agreement, and we have the right to (1) require all of the above; (2) take other remedial action, including requiring you to provide audited financial statements; or, (3) terminate this Franchise Agreement without any right to cure. If any underreporting has been intentional, then regardless of the percentage of your Gross Sales that the underreporting represents, we have the right to terminate this Franchise Agreement without any right to cure.

n. Within five (5) days of your receipt, you must provide us a copy of any legal notices, legal claims, legal demands, legal proceedings, legal actions, or other litigation, regulatory or administrative proceedings, or similar matters involving you or potentially relating to or relevant to us.

3.7 Application of Payments

- a. Notwithstanding any designation by you regarding the application of any payment to us, we will allocate any payments first to any Late Fees, Report Late Fees, and Default Interest, then to any Royalties or other fees that are past due, and then to the current Royalties and other fees owed. The allocation set forth above does not postpone any payments due on any current or future due date.
- b. We will also have the sole discretion to allocate (in the same manner as stated above) any payments or any credits from third-party vendors delivered to us on your behalf. To the extent necessary to carry out the intent of this Section, you appoint us as your attorney-in-fact and grants his power of attorney coupled with an interest for the sole purpose of allocating any such funds received. This power of attorney continues throughout the Term of this Franchise Agreement, any extension thereof, and, if applicable, after the termination of this Agreement, but in the latter case, only to the extent you still owe us money from your operation of the Business.

ARTICLE 4

TERM and SUCCESSOR FRANCHISE RIGHTS

4.1 Effective Date and Term

- a. This Agreement is effective on the Effective Date. There is no agreement, and this is not a contract between us until that date.
- b. Unless earlier terminated, the Initial Term of this Franchise Agreement is 10 years from the Effective Date. If we are required by law to give you notice before the expiration or earlier termination of this Franchise Agreement, and if we fail to do so, this Franchise Agreement will remain in effect until we have given the required notice.

4.2 Successor Franchise Rights

At the end of the Initial Term, you have the option to renew your franchise rights for one additional ten-year term (Successor Franchise Term) by acquiring Successor Franchise Rights under the following conditions:

- a. if we do not exercise our right to refuse to offer Successor Franchise Rights as permitted under 4.3 below;
 - b. you are in Compliance at the time you apply for the first Successor Franchise Term;
 - c. **you sign the then-current franchise agreement for each Successor Franchise Term, which franchise agreement may contain materially different terms and conditions than the franchise agreement you signed for a prior Term. Under the new franchise agreement, the Royalty, marketing fees, and other fees will be no more than are charged to new franchisees who sign the franchise agreement at that time.** The franchise agreement must be signed and delivered to us no later than 45 days before the end of the then-current Term. If it is not so delivered, then you will have withdrawn your decision to purchase Successor Franchise Rights, and such rights will no longer be available to you;
 - d. you sign the most current form of General Release. A copy of the current form is found in Exhibit 4. Notwithstanding the preceding, to the extent that the law of the state in which the Business is located has determined that the requirement that a franchisee sign a general release be unenforceable, then this requirement will be deleted, and you will not be required to sign the same; or if signed, then such general release will not be enforceable. If, however, the law of the state in which the Business is located permits you to sign such general release, or if by agreeing to the alternative dispute resolution covenants and choice-of-law provisions of Article 16, we are able to enforce this requirement, then you will sign such a release as part of the process described in this Section. Notwithstanding the preceding, excluded from any release are claims arising from representations in the FDD.
- i. you pay the Successor Franchise Fee. The Successor Franchise Fee is earned when you pay it and is not refundable under any circumstances;
 - ii. you exercise the option for Successor Franchise Rights by giving written notice of such exercise to us not earlier than one year or later than 180 days before the scheduled expiration of this Franchise Agreement; and
 - iii. the Successor Franchise Rights under the new Franchise Agreement begins on the day following the end of the then-current Term.

4.3 Conditions of Refusal

- a. We will not be obligated to offer you Successor Franchise Rights if you,
 - i. have received a fourth written notice of breach of any combination of terms, covenants, or conditions of this Franchise Agreement during the Initial Term, or more than one written notice of breach during any of the Successor Franchise Terms even though each such breach may have been timely cured;
 - ii. Fail to comply with any of the conditions necessary to obtain Successor Franchise Rights as described in Section 4.2 above;
 - iii. Are in breach of this Franchise Agreement at the time you attempt to exercise your right to purchase Successor Franchise Rights, even if such breach is not the fifth breach and even if such breach is timely cured; or
 - iv. we have determined in good faith, and after using our Reasonable Business Judgment, not to grant Successor Franchise Rights.
- b. If we do not grant you Successor Franchise Rights, we will give notice of expiration at least 60 days before the expiration of the Term, and such notice will set forth the reasons for such refusal to offer Successor Franchise Rights.

4.6 Expiration at the End of a Term and Holdover

- a. Unless it is terminated earlier, if you fail to elect to purchase Successor Franchise Rights, or if Successor Franchise Rights are not granted to you, this Franchise Agreement will expire at midnight Mountain Time on the last day of the then-current Term.
- b. Upon expiration, we may permit you to continue operating your Business. During such period, the provisions of this Franchise Agreement will apply except that the Term will be only from month-to-month, and you will pay a Royalty equal to 150% of the Royalty identified above.

ARTICLE 5

MANUALS and SERVICES PROVIDED TO YOU BY US

5.1 Manuals

- a. We will provide you one or more Manuals, technical bulletins, or other written materials covering our standards, specifications, and operating and marketing procedures, and you must use them in operating your Business. You will comply with the Franchisee Manuals as an essential aspect of your obligations under this Agreement, and your failure to comply substantially with the Franchisee Manuals will be considered by us to be a breach of this Agreement.
- b. The Manuals will be updated from time to time, and you must comply with any changes in every update within the time provided in such updates.
- c. The Manuals are our sole property and will be used by you only during the Term of this Franchise Agreement and in strict accordance with the terms and conditions hereof.
- d. We may modify any specification as to any goods, service, supplies, or the like, at any time, on a regional or national basis, by an amendment to the Manuals or by written notice to you. Once you are notified, you must make the change that is specified. All such changes will be effective as stated in such notice.

5.2 Services Provided by Us Before Commencement of Operations

Before the commencement of business, we will,

- a. deliver the QSP Package;
- b. deliver the Initial Training more specifically identified in Article 7;

- c. provide you with a list of approved suppliers for equipment, goods, and services;
- d. supply reasonable telephone, text, and email support; and,
- e. Except as state above, we are not required to offer you any other services.

5.3 Services Offered by Us During the Operation

During the operation of your Business we,

- a. may offer additional conferences, seminars, or programs, at a frequency we determine. Some of these seminars or programs may be mandatory, and we may charge tuition. We will give you no less than 60 days prior written notice before we assess tuition;
- b. may deliver updates to the Franchisee Manuals, the System, the Marks, and the training provided to you, at a frequency that we determine;
- c. will review all promotional and marketing you wish to use;
- d. may visit and inspect your Business and use other methods to ensure you and all other franchisees are delivering quality services and products that conform to the System;
- d. may provide promotional materials and marketing programs from time to time, as we deem appropriate;
- d. may begin regional cooperative buying, and if we do, you may be required to participate;
- g. may offer reasonable phone, text, and email assistance as we deem necessary; and,
- h. will offer OSHA Training. (Article 7).
- d. Except as stated above, we are not required to offer you any other services.

ARTICLE 6

MARKS, COPYRIGHTS, THE SYSTEM, and PROPRIETARY INFORMATION

6.1. Proprietary Information

- a. You acknowledge that you will gain knowledge of proprietary matters, techniques, and business procedures that are necessary and essential to the operation of the Business, without which information you could not effectively and efficiently operate. You further acknowledge that the methods of operation used in the operation of the Business are unique and novel to the System.
- b. As used herein, “Proprietary Information” includes (i) Persons that are, have been or become franchisees of the System and any investors therein; (ii) Persons that are, have been or become Clients of the Business; (iii) the terms of and negotiations relating to past or current franchise agreements concerning the System; (iv) the operating procedures of, and each component of the System, including our distinctive management, bookkeeping, and accounting systems and procedures; training; marketing; promotional and marketing methods; and the like; (v) the economic and financial characteristics of the System and franchisees, including pricing policies and schedules, profitability, earnings and losses, and capital and debt structures; (vi) the services and products offered to Clients of the Business; (vii) the Client Lists; (viii) any common law or statutory copyrighted materials and the protection afforded thereby; (ix) the Marks; and, (x) the Franchisee Manuals.
- c. In consideration of the time and effort that we have put into the System and its goodwill, and for other good and valuable consideration, you agree that we retain ownership and control of your Client List. You may use the Client List only in conjunction with the operation of the Business. Upon a Transfer or the expiration of this Franchise Agreement or its earlier termination for any reason, the Client List will be retained by us.

d. During the Term of this Agreement and following a Transfer or the expiration or termination of this Agreement, you will not divulge to any Person, directly or indirectly, any Proprietary Information (including the content of the Client Lists) without our prior written consent, which will be granted or denied for any reason or no reason at all. Nothing contained herein will be construed to require us to divulge any portion of the Proprietary Information except as needed to help you operate the Business.

- i. You may disclose Proprietary Information only to such of its employees, agents, and representatives as must have access to it to operate the Business. You will obtain from each such employee, representative or agent, an agreement that such Person will not, during the Person's employment, representation, or agency with you, or at any time after that use, divulge, disclose or communicate, any of the Proprietary Information, directly or indirectly, in any form or manner, to any person or business entity.
- ii. You acknowledge that any failure to comply with this Article's requirements will cause us irreparable injury, and as a result, we are entitled to obtain specific performance or an injunction against any violation of such requirements. You waive the requirement for posting a bond(s) to the fullest extent permitted by law.
- iii. You have the right to use the Proprietary Information only as permitted by this Franchise Agreement and only for so long as you fully perform and comply with all of the conditions, terms, and covenants of this Agreement, and our policies and procedures that we prescribe from time to time.
- iv. You acknowledge that we have the sole right to license and control your use of every component of the Proprietary Information. You also acknowledge that you have not acquired any right, title, or interest in or to any component of the Proprietary Information and will not in the future acquire any such interest. You are granted the limited, non-exclusive license to use the same in the operation of Business as disclosed in this Franchise Agreement.
- v. You will not copy any component of the Proprietary Information unless we specifically authorize it in writing, which authorization may be granted or denied for any reason or no reason at all.
- vi. Your Principal Operator, any Designated Manager, and you will never during the Term of this Franchise Agreement, or at any time after the Transfer, termination, or expiration of this Agreement, reveal any component of the Proprietary Information to any person or entity nor use it for any other business.

e. We reserve the right to require each Person identified as a Franchisee (Article 1) to sign a non-disclosure and non-competition agreement.

6.2. Marks and Copyrights

- a. The following Mark is owned by our IP Affiliate and is registered with the United States Patent and Trademark Office (USPTO):

Registration Number	Description of Mark	Register of the USPTO	Registration Date
4,406,169		Principal	September 24, 2013
7,256,047		Principal	December 26, 2023

b. We have a license with our IP Affiliate that permits us to sublicense the Marks under this Franchise Agreement. If we breach the license such that our IP Affiliate terminates it, our IP Affiliate has agreed to license the Marks directly to each franchisee.

c. You have the right to use the Marks only as permitted under this Franchise Agreement and only for so long as you fully perform and comply with all of the conditions, terms, and covenants of this Franchise Agreement and our policies and procedures that we prescribe from time to time.

d. Except as permitted in the Franchisee Manuals, you will not use any of the Marks as part of an electronic mail address or on any sites on the internet, and you will not use or register any of the Marks as part of a domain name.

- i. Any use of a Mark in marketing must be with our prior written approval as outlined in this Franchise Agreement and the Franchisee Manuals.

- ii. You further agree to execute any additional documents and assurances reasonably requested by us in connection with our ownership and use of the Marks, and agree to fully cooperate with us or any of our other franchisees or licensees in securing all necessary and required consents of any federal or state agency or legal authority.

e. If you purchased this franchise through a business entity, or if you convert to a business entity other than a sole proprietorship, each individual who owns any equity interest in the business entity may be required to sign the Guaranty found at Exhibit 8. The Guaranty requires each guarantor to be bound by all of your obligations under this Franchise Agreement and makes each Guarantor subject to the restrictive covenants of this Franchise Agreement

6.3 Infringement

- a. You will notify us in writing of any possible infringement on the Marks, any component of the System, and any part of the copyrighted materials or the illegal use by others of any Mark, any portion of the System, or any copyrighted materials that may be the same as, or confusingly similar to, that used by us.

b. Our IP Affiliate and we have the right in our sole discretion to control any administrative proceedings or litigation involving a Mark licensed or sublicensed to you under this Franchise Agreement. If you learn of any claim against you for alleged infringement, unfair competition, or similar claims about the Marks, you must promptly notify us. Our IP Affiliate, or we will take the action we deem necessary to defend you. We must indemnify you for any action against you by a third party based solely on alleged infringement, unfair competition, or similar claims about the Marks. We have no obligation to defend or indemnify you if the claim against you is related to your use of the Marks in violation of the Franchise Agreement.

c. You will have no right to make any demand or prosecute any claim against the alleged infringer. You must cooperate with us in any way necessary in the event of such an infringement.

6.4 Business Name

- a. You acknowledge that our principals, our Affiliates, or we have a prior and superior claim to each portion of the Marks. You will not use the phrase “Bio-One” or any portion of the Mark in the legal name of your business entity and will not use the phrase “Bio-One” or any portion of the Mark on any letterhead, checks, invoices, or other documents without our express prior written consent. You also agree not to register or attempt to register a trade name using the words “Bio-One” in your name or that of any other person or business entity without our prior written consent, which may be withheld for any reason or no reason at all. You may do business as “Bio-One of _____ (city/county/area)” so long as this is only a “doing business as” or fictitious name and not part of the business entity name.

b. You understand and agree that the telephone number(s), URLs, and email addresses for the Business constitute a part of the System, and each is subject to the restrictions of this Agreement. You will not change the telephone number(s), create new URLs for the Business, or the like without our prior notice and written approval. You will advertise and publicize the telephone number(s) for the Business in the manner prescribed by us. Upon the Transfer of, or the expiration or earlier termination of this Agreement, all contact information other than the address, if you operate your Business out of your home, is our property under Exhibit 5.

c. Except as permitted in the Franchisee Manual, you will not use any of the Marks as part of an electronic mail address or on any sites on the internet, and you will not use or register any of the Marks as part of a domain name on the internet.

6.5 Modification, Discontinuation, and Goodwill

- a. If we, in our sole discretion, determine it necessary to modify or discontinue use of any Marks or any portion of the Proprietary Information or the System, or to develop additional or substitutes for any such component, you will, within a reasonable time after receipt of written notice of such modification or discontinuation from us, take such action, at your sole expense, as may be necessary to comply with such modification, discontinuation, addition or substitution.

b. You have the right to use the Marks, the System, and the Proprietary Information only as permitted by this Franchise Agreement, and only for so long as you fully perform and comply with all of the conditions, terms, and covenants of this Franchise Agreement, and our policies and procedures that we prescribe from time to time.

c. All other use of the Marks must be with our prior written approval (which may be granted or denied for any reason or no reason at all).

d. All goodwill associated with any component of the Proprietary Information (including the Marks and the System), including any goodwill that might be deemed to have arisen through your activities, inure directly and exclusively to our benefit. You further agree to execute any additional documents and assurances reasonably requested by us and agree to fully cooperate with us or any of our other franchisees or licensees in securing all necessary and required consents of any federal or state agency or legal authority. If you take any action that in any manner disparages, brings disrepute to, or harms the goodwill associated with the Marks, the System, or the Proprietary Information, we will have the right to terminate this Franchise Agreement immediately without granting you any right to cure.

6.6 No Use of Other Marks

No marks, logotypes, trade names, trademarks, or the like other than specifically approved by us will be used in the identification, marketing, promotion, or operation of the Business.

6.6 Protection of All Information

a. You agree to,

- i. fully and strictly adhere to all security procedures prescribed by us for maintaining the secrecy of the Marks, each component of the System, and all of the Proprietary Information;
- ii. Disclose such information to your employees only to the extent necessary to make and market our products;
- iii. Refrain from: (A) directly or indirectly contest nor aid in contesting the validity of the ownership of the Marks; (B) in any manner interfere with or attempt to prohibit our use of the Marks, any component of the System or derivatives thereof, or any of the Proprietary Information or any other name that is or becomes a part of our System; or, (C) at any time interfere with the use of the Marks by our other franchisees or licensees.

iv. refrain from using any component of the Marks, the System, or the Proprietary Information in any other business or any manner not specifically authorized or approved by us in writing; and

v. exercise the highest degree of diligence and make every effort to maintain the absolute confidentiality of all such information during and after the Term of the Franchise Agreement.

b. You also agree to refrain from conducting any activity at the Franchised Business or in connection therewith, or take any action at the Business which is illegal, or take any action or fail to take any action either at the Business, or outside the Business, or during personal time, which could result in damage to, or disparagement of the Marks, System, or Proprietary Information, or which reasonably could, or does negatively impact our reputation and goodwill.

Any breach of this covenant will result in immediate termination for which no cure is provided.

6.7 Innovations by You.

a. During the Initial Term or any Successor Franchise Term, you may create, design, or otherwise improve upon any portion of the System, or the Proprietary Information, including improving upon any manner of doing business (**Innovation**). Any such Innovations are our sole and exclusive property. Upon creating such Innovation, you will immediately notify us in writing, which will describe the nature of the Innovation in detail. We have the sole and exclusive right to approve or disapprove of any such Innovation for any reason or no reason at all. If we approve of it, we may permit you to use the Innovation and may, in our sole and exclusive option, permit any one or more franchisees or company-owned stores to use any portion of the Innovation.

b. You agree that as between us and between you, us, and third parties, we will own the right, title, and interest to the Innovation. You agree to take any action necessary to ensure that we obtain such right, title, and interest, so long as such action costs you nothing. To the extent such ideas, concepts, techniques, or materials comprise copyrights or patents, the Innovation will be a “work-made-for-hire.” To the extent the Innovation is not deemed a work-made-for-hire, you expressly assign to us all exclusive right, title, and interest in and to all portions of the Innovation without further consideration and without

any restrictions, liens, or encumbrances. To the extent any of the rights in and to any Innovation cannot be automatically assigned to us due to applicable laws, you will ensure that we are granted an exclusive, royalty-free, transferable, irrevocable, worldwide license (with rights to sublicense) to practice such non-assignable rights, including the right to use, reproduce, distribute, and modify any such Innovation. To the extent any of the rights in and to such Innovation can neither be assigned nor licensed to us, you irrevocably waive and agree never to assert such non-assignable and non-licensable rights against us or against any of our successors in interest. No rights of any kind in or to any Innovation are reserved to or by you, and none will revert to or be reserved by or on your behalf.

c. We are not obligated to pay you for the Innovation, though we reserve the right to do so without incurring the obligation to pay you or any other franchisee for any future Innovation.

ARTICLE 7

TRAINING

7.1 Initial Training, OSHA Training, and Training of Designated Manager

a. Initial Training

- i. For the first franchise that you buy, your Designated Manager, or your Principal Operator, must attend and complete Initial Training to our reasonable satisfaction. You may also have one additional trainee attend (for a total of two Persons). At least one of the two must complete Initial Training before you open. You will then have no more than 365 days after the Opening Date to send a second trainee to Initial Training. If each Person completes Initial Training within that time, there will be no tuition. If, however, you send a Person after the 365 days, Initial Training will be offered at our then-current Additional Training Fee.
- ii. If one of the two people that attend Initial Training before opening fails to pass Initial Training, the Person will be allowed to take it again at the next available class. There will be no tuition charged for this, but you will pay for travel, room, and board. If the training fails to pass the second time, the Person will not be permitted to provide any Services that require completion of the Initial Training. If the two people that take Initial Training before opening fail to complete training to our reasonable satisfaction, both will be permitted to take it the second time for no additional tuition. If they both fail to pass Initial Training the second time, we have the right to terminate the Franchise Agreement, except that all restrictive and other covenants of the Franchise Agreement that must survive termination to remain enforceable will survive. The IFF will not be refunded.
- iii. If one Person passes Initial Training before opening and the second person attends training within 365 days of the Opening Date, that Person must pass Initial Training to our satisfaction. If the trainee does not pass, the Person will be allowed to take it again at the next available class. There will be no tuition charged for this, but you will pay for travel, room, and board. If the Person does not pass the second time, the Person will not be permitted to provide any Services that require completion of the Initial Training. Though the Person may take the course for the third time, we will charge the then-current Additional Training Fee, and the Person will pay for travel, room, and board.

iv. Training participants will not receive any compensation from us while attending the training. If you wish more than two people to attend training, you will pay our then-current fee for each additional trainee.

b. WE DO NOT PROVIDE TRAINING ON CLEANING OR REMOVAL OF CONTROLLED SUBSTANCES SUCH AS FENTANYL. YOU CANNOT ACCEPT SUCH JOBS UNLESS YOU HAVE RECEIVED APPROPRIATE TRAINING FROM A THIRD-PARTY SOURCE AND HAVE OBTAINED THE NECESSARY FEDERAL OR STATE LICENSES.

c. OSHA Training

In order to refresh and emphasize the safety procedures taught to you during Initial Training, you (if you are a sole proprietor or are the sole equity owner of the business-entity franchisee) or one of your equity owners (if you are a business entity that has two or more equity owners) must attend and also pass OSHA Training. If you have a manager or managers, they must also attend and pass OSHA Training. You will pay the then-current OSHA Training Fee, and you will be responsible for your travel, room, and board. This training must be completed to our reasonable satisfaction. If the attendee fails to pass the

OSHA Training, the person will be required to take it again until it is passed. In this case, however, you will pay the then-current OSHA Training Fee and your costs for travel, room, and board each time the training is taken.

d. If you replace your Principal Operator or Designated Manager, the replacement must attend our training. You will pay the then-current fee Designated Manager Training Fee for such training, and you will be responsible for travel, room, board, and wages of the attendee.

7.2 Conference, Additional Training, and Other Education Development Programs.

a. We must attend our annual Conference You must pay the then-current Conference Fee, and you are responsible for our travel, accommodations, food, and other expenses. We reserve the right to change the Conference Fee at any time and in any amount after giving you no less than 60 days prior written notice before the Conference. You must pay us a \$2,000 Annual Conference Registration Deposit, due within seven (7) days of signing this Agreement, which will be applied to the actual attendance fee for your first attendance at the first annual conference available to you after you have completed your training. If any portion of this deposit is not required as part of that annual conference attendance or registration fee, it will be credited to you on your invoice following the annual conference. If you fail to attend the first annual conference held after you have completed training, this amount shall be forfeit and no refund of it will be due to you.

You or your manager must attend the regularly scheduled huddles, meetings, and conferences which are identified and scheduled by us as set forth in the Operations Manual. These are offered to provide, at no cost, additional and ongoing training aimed at your business performance and improvement. If any are rescheduled without at least 2 business days' notice, your absence will be regarded as excused. Likewise, if you obtain prior permission to be absent, such will not impact your compliance with these requirements.

b. If you request additional, extraordinary, advanced, or refresher courses or training, or if we require you to take the same, we may, at our option, charge our then-current Additional Training Fee. You will pay your costs for travel, lodging, and food.

c. In addition to the conference, we have the right in the future to require your Principal Operator, Designated Manager, and you to attend a local or regional meeting up to two times per year. Though none is now charged, we reserve the right to charge tuition in the future. You, however, are always responsible for all travel and living expenses that are associated with attendance at the same.

d. If attendance at any conference or meeting is mandatory, we may charge you our then-current Mandatory Non-Attendance Fee if you fail to attend.

7.2 Employees and Employee Training

a. Your employees are not our employees. You are exclusively responsible for any matters concerning your employees and independent contractors, including hours worked, scheduling, the payment of taxes, purchasing any workers' compensation insurance, and following all municipal, state, and federal rules, laws, and statutes.

b. You will be solely and exclusively responsible for properly training all employees in the operation of the Business. We make no determination and provide no advice on any matter governing the essential terms or conditions of your employees' or independent contractors' employment. By way of example and not limitation, we provide no advice, direction, or control over wages or methods of payment, benefits, hiring policies, supervision, promotion, discipline, termination procedures, scheduling, employee-customer relationships, employee bookkeeping, or records, and the like.

c. You may not, under any circumstances, use our name, Marks, copyrighted information, or other Proprietary Information on any checks, employee records, employee applications, employee handbooks, or other items that are delivered to the employee.

ARTICLE 8

QUALITY CONTROL

In addition to all other obligations and representations of yours outlined in this Franchise Agreement, you agree as follows:

8.1 System Compliance, Franchise Agreement Compliance and Client Service Fee

- a. You agree to follow the System, the Franchisee Manuals, and other procedures, forms, and obligations promulgated or provided by us from time to time.
- b. You agree to comply with all covenants and duties placed upon you by this Franchise Agreement.
- c. You will give prompt, courteous, and efficient service to all Clients.
- d. If one of your Clients complains to us, and if we deem it necessary to service the Client directly, you must reimburse us our Client Service Fee. We have the right to increase the Client Service Fee by any amount without limitation. We will notify you 60 days before a new fee is to be collected.

E. YOU MUST, AT ALL TIMES AND ON ALL JOBS, WEAR ALL APPROPRIATE PERSONAL PROTECTION EQUIPMENT, INCLUDING SUITS, GLOVES, MASKS, AND THE LIKE. SPECIFIC INSTRUCTIONS FOR SUCH EQUIPMENT MAY BE SUPPLEMENTED IN THE FRANCHISEE MANUALS. THERE ARE NO EXCEPTIONS TO THIS RULE.

8.2 Compliance with Applicable Laws

- a. You agree to comply with all applicable laws, ordinances, and regulations, or rulings of every nature whatsoever that in any way regulate or affect the operation of your Business. You agree not to engage in any activity or practice which results in or may reasonably be anticipated to result in any public criticism of the System or any part thereof.
- b. We have not made, and you have not relied upon, any representation that no licenses, or only certain licenses, are necessary to operate the Business.
- c. **WE DO NOT PROVIDE TRAINING ON CLEANING OR REMOVAL OF CONTROLLED SUBSTANCES SUCH AS FENTANYL. YOU CANNOT ACCEPT SUCH JOBS UNLESS YOU HAVE RECEIVED APPROPRIATE TRAINING FROM A THIRD-PARTY SOURCE AND HAVE OBTAINED THE NECESSARY FEDERAL AND STATE LICENSES.**

8.3 Inspections

- a. In addition to our right to audit your books and records (Article 3), we also have the right to audit any other aspect of your business. You consent to such reasonable inspections and audits during normal business hours at the Business.
- b. Should we notify you at any time of defects, deficiencies, or unsatisfactory conditions concerning the Business (including your books and records), you agree to correct the deficiencies within the time for any cure that is granted by this Franchise Agreement or by the Franchisee Manuals.

8.4 Approved Products, Product Purchases, and Approval Method

- a. You agree to provide only the services we specify in the Franchisee Manuals, which will be amended from time to time. You also agree that all goods or services supplied by the Business will comply with our standards and specifications. You must purchase the same from designated or approved sources and suppliers.
- b. In some cases, you may wish to purchase a required good or service from a supplier that has not been previously approved by us. There is no charge for this service. We do not maintain written criteria for approving suppliers, and thus, these criteria are not available to you or your proposed supplier. To obtain our approval, you must submit such information as we may reasonably require to evaluate the prospective supplier. We will evaluate the submitted information and will provide written notice of our decision to you within 15 days. If, however, no written notice is received, the approval is denied. We may

grant or deny approval for any reason or no reason at all. Other than as stated here, we have no other process for approving suppliers.

c. Approval of alternative suppliers may be revoked by us if we determine in good faith that the goods or services they are supplying no longer meet the quality standards that are in effect at that time.

8.5 Management

Your Principal Operator, Designated Manager, or you must devote the Person's full time, attention, and best efforts to the management and operation of the Business and the compliance with this Franchise Agreement.

8.5 Modification

a. We may reasonably change or modify the System, the Franchisee Manuals, and the Marks, and you agree to accept, be bound by, use, implement, and display any such changes to the System. You will make whatever expenditures are reasonably required to implement such changes or modifications. We have complete ownership and control of any changes, modifications, enhancements, or suggestions, whether made by you or us.

b. We may approve exceptions to, or changes in the uniform standards for you or other franchisees that we believe are necessary or desirable under particular circumstances. You have no right to object to such variances or to obtain the same variances for yourself.

8.7 Disclosure

We can disclose any information concerning your Business in our disclosure materials, including your name, address, telephone number, financial, and other information.

ARTICLE 9

TRANSFERS

9.1 Sale or Assignment by Franchisor

This Franchise Agreement and all of our rights and obligations are fully assignable and transferable by us and, if so assigned or transferred, will binding upon and inures to the benefit of our successors and assigns. By way of example and not limitation, we may be sold, or we may sell to a competitor or any other entity any portion of or all of our rights: to license or sublicense the Marks; to any component of the Proprietary Information or System; or, any other assets. In addition, we may go public, may engage in a private or other placement of some or all of our securities, may merge, or acquire other entities or assets which may be competitive with the System, or not, we may be acquired by a competitor or other entity, and we may undertake any refinancing, leveraged buy-out or other transaction. You waive all claims, demands, and damages concerning any transaction allowed under this section or otherwise. You will fully cooperate with any such proposal, merger, acquisition, conversion, sale, or financing.

9.2 Transfer by You

a. This Franchise Agreement is personal as to you and has been signed by us in reliance on and in consideration of your qualifications and representations. Therefore, this Franchise Agreement, any of its rights or privileges, or any equitable, capital, voting, non-voting, or other interest in you may be assigned, sold, transferred, or divided in any manner by you or anyone else only with our express written permission.

b. To obtain such written approval, you will provide us with all documentation relating to the **"Proposed Transfer"** (as defined in this Article). We will notify you of our approval within 30 days after we receive all of the information that we may request from you. If we do not respond within the 30 days, the proposed transfer is disapproved by us.

c. The term **"Transfer"** includes the voluntary, involuntary, direct, or indirect assignment, sale, gift, or other disposition by you of any interest in (i) this Franchise Agreement; (ii) your equity ownership as stated in Exhibit 1; or (iii) any assets of the Business (other than in the normal course of business). A Transfer also includes any assignment, sale, gift, or other disposition and includes but is not be limited to: (iv) a transfer as a gift to any Person; (v) a transfer resulting from a divorce,

insolvency, or business-entity dissolution proceeding; (vi) by operation of law; (vii) in the event of the death, transfer or disposition by will or under the laws of intestate succession; (viii) by declaration of or transfer in trust; and, (ix) by any other direct or indirect assignment, sale, gift, pledge, mortgage or the granting of any security interest encumbering the assets of the Business. A “**Proposed Transfer**” is one that is covered by this Article but that has not yet occurred.

d. If a proposed Transfer is only among existing natural-person franchisees, existing shareholders or members of a corporate or limited liability company franchisee, or among existing partners of a partnership franchisee, and if there is no Change of Control, then there will be no Transfer Fee, and we will not be entitled to exercise our “Right of First Refusal” which is described below. All other conditions to the approval of a proposed Transfer will, however, apply.

- i. If the proposed Transfer could result in a Change in Control, then all of our rights apply, and such Transfer will be subject to our approval
- ii. Each certificate of a corporate or limited-liability-business-entity franchisee will have endorsed upon its face a legend stating that assignment or transfer thereof is subject to the restrictions of this Agreement. You agree to provide us with a copy of each such certificate to ensure compliance with this provision.

9.3 Conditions to Approval of any Transfer

- a. In determining the acceptability of the Proposed Transferee, we will consider, among other things, our then-current standards for new franchisees, including the net worth, creditworthiness, background, training, personality, reputation, and business experience of the Proposed Transferee, the terms and conditions of the proposed transfer, and any circumstances that would make the transfer contrary to our Reasonable Business Judgment or the best interests of the System.
- b. We may meet with the Proposed Transferee and candidly discuss all matters relating to the Franchise Agreement and the Franchised Business. In no case will you or a Proposed Transferee rely on us to review or evaluate any proposed transfer. We will not be liable to you or the Proposed Transferee or any other person or entity relating to the transfer.
- c. As a condition of any Transfer otherwise permitted under this Franchise Agreement, you agree as follows,
 - i. you will notify us of a proposed Transfer by sending a written notice to us and enclosing a copy of the written offer from the Proposed Transferee;
 - ii. You must be in Compliance with this Franchise Agreement and not be in default hereunder at the time you request the transfer;
 - iii. All accounts payable and other monetary obligations to any Affiliate or us must be paid in full;
 - iv. you must have timely submitted all required reports, financial statements, and other documents;
 - v. the terms and conditions of the proposed Transfer must be provided in writing to us;
 - vi. if approved, the Proposed Transferee must sign the then-current form of the franchise agreement, **which may contain terms, covenants, and conditions that are significantly different from those found in this Franchise Agreement (and which includes their acquiring a QSP on the then-current terms)**;
 - vii. the Proposed Transferee must attend training and will pay tuition (if any) that is then being charged to new franchisees. The Proposed Transferee will also pay for his travel, room and board expenses for such training;
 - viii. the Transferee or you must pay the Transfer Fee upon execution of the franchise agreement by the Proposed Transferee;
 - ix. you (and if we deem it necessary, any other Person defined as the Franchisee under Article 1) must execute the then-current form of General Release to us. A copy of the current form of General Release is attached as Exhibit 4.
 - x. all covenants found in this Franchise Agreement, including any post-term covenant not-to-compete, any indemnification covenants, confidentiality obligations, and the provisions relating to dispute resolution, will survive any Transfer and will continue to be your obligation.

9.4 Invalidity of Transfers

- a. Any Involuntary Transfer by you, such as by legal process including bankruptcy, assignment for the benefit of creditors, assignment as security for any financial or non-financial matter or otherwise, are not permitted, are not binding on us, and are grounds for the termination of this Franchise Agreement without the right to cure.
- b. You agree that using this Franchise Agreement as security for a loan or otherwise encumbering this Franchise Agreement is prohibited unless we specifically consent to any such action in writing before the proposed transaction.
- c. You agree not to grant a sub-franchise under this Franchise Agreement, nor to otherwise seek to license or permit others to use this Franchise, the Franchised Business, or any of the rights derived by you under this Franchise Agreement and any manner that violates the provisions herein.
- d. Any attempt to complete a Transfer without our express permission will be considered a breach of this Franchise Agreement for which no cure will be provided.

9.5 Death or Permanent Disability Policy

- a. Subject to subparagraph 9.5(b), upon your death or Permanent Disability or upon the death or Permanent Disability of your Principal Operator or the owner of a controlling interest in the business-entity Franchisee, the executor, administrator, conservator, guardian or another personal representative of such person will transfer your interest in this Franchise Agreement or such interest in the business-entity Franchisee to an approved third party who may be the heirs or successors of the deceased or disabled individual. Such disposition of this Franchise Agreement or such interest (including, without limitation, transfer by operation of law, intestacy, bequest or inheritance) must be completed within a reasonable time, not to exceed 180 days from the date of death or Permanent Disability, and will be subject to all terms and conditions applicable to transfers contained in this Article as though the transferee was being introduced to us by the deceased or disabled Franchisee, provided, however, that no transfer fee will be charged.
- b. Failure to transfer the interest in this Agreement or such interest in the business-entity Franchisee within 180 days constitutes a breach of this Agreement for which no additional cure may be granted.

9.6 Right of First Refusal

In the event of a Transfer, you agree the same is subject to our 30-day right of first refusal (**Right of First Refusal**) to purchase such rights, interest, or assets on the same terms and conditions as are contained in the written offer for the Transfer, except that the following additional terms and conditions will apply:

- a. you will notify us of such offer by sending a written notice to us (which notice may be the same notice as required by Section 9.3 above), enclosing a copy of the written offer from the Proposed Transferee;
- b. the 30-day Right of First Refusal period will run concurrently with the period that we have to accept or not accept the Proposed Transferee;
- c. such Right of First Refusal is effective for each proposed transfer and upon any material change in the terms or conditions of the proposed transfer will be a separate offer on which a new 30 day right of first refusal will be given to us;
- d. if the consideration or manner of payment offered by a Proposed Transferee is such that we may not reasonably be required to furnish the same, then we may purchase the interest which is proposed to be sold for the reasonable cash equivalent. If the Parties cannot agree within a reasonable time on the cash value of the consideration proposed to be paid by the Proposed Transferee, an independent appraiser will be designated by us, whose determination will be binding upon you and us. All expenses of the appraiser shall be paid for equally between you and us; and
- i. if we choose not to exercise the Right of First Refusal, you will be free to complete the Transfer, subject otherwise to your compliance with this Franchise Agreement. Our failure to reply to your notice of a proposed sale within the 30 days is a waiver of such Right of First Refusal.

ARTICLE 10

DEFAULT AND TERMINATION

10.1. Termination by Franchisor – Effective upon Notice

We have the right, at our option, to terminate this Franchise Agreement and all rights granted you hereunder, without affording you an opportunity to cure (subject to any state laws to the contrary, where such state law may prevail), or to exercise any other rights that we may have including terminating your right to operate your Business without terminating the Franchise Agreement, which notice of termination will be effective five days after mailing by prepaid, certified mail, return receipt, or if by overnight or hand delivery, then effective on the date of such delivery or the date of refusal by you to accept delivery, upon the occurrence of any of the following events:

- a. You cease to operate the Business or otherwise abandon the Business for 14 consecutive days, or any shorter period that indicates your intent to discontinue operation of the Business, unless and only to the extent that full operation of the Business is suspended or terminated due to Force Majeure and not related to the availability of funds to you.
- b. You become insolvent, as that term is commonly defined using generally accepted accounting principles, consistently applied; are adjudicated a bankrupt; if any action is taken by you, or by others against you under any insolvency, bankruptcy, or reorganization act; or if you make an assignment for the benefit of creditors or a receiver is appointed by you. This provision may not be enforceable under federal bankruptcy law, 11 U.S.C. §§ 101 et seq. If for any reason, this Agreement is not terminated under this Article 10, and the Franchise Agreement is assumed, or assignment of the same is made to any Person that has made a bona fide offer to accept an assignment of the Franchise Agreement under the U.S. Bankruptcy Code, then you must supply us within 20 days after receipt, written notice of such proposed assignment or assumption, setting forth, (i) the name and address of the proposed assignee; and (ii) all of the terms and conditions of the proposed assignment and assumption; and, in any event, within ten days before the date application is made to a court of competent jurisdiction for authority and approval to enter into such assignment and assumption. We have the prior right and option, to be exercised by notice given at any time before the effective date of such proposed assignment and assumption, to accept an assignment of this Franchise Agreement to us upon the same terms and conditions and for the same consideration, if any, as in the bona fide offer made by the proposed assignee, less any brokerage commissions which may be payable by you out of the consideration to be paid by such assignee for the assignment of this Franchise Agreement.
- c. Any material judgment or award (or several judgments or awards which in the aggregate are material) is (are) obtained against you and remain(s) unsatisfied or of record for 30 days or longer (unless a supersedeas bond or other appeal bond has been filed); if execution is levied against the Business or any of the property used in the operation of the Business and is not discharged within five days; or if the real or personal property of the Business or the business-entity Franchisee is levied upon under the law of the state in which the Business is located.
- d. Any criminal background check (as permitted by you under Exhibit 3 and which may be conducted at any time during any Term of this Franchise Agreement), discloses, or if we learn through any other method, that you have been arrested for, convicted of, or plead no contest to, a crime (whether a petty offense, misdemeanor, or felony) involving moral turpitude; are arrested for, convicted of, or plead no contest to, a felony of any nature; or are arrested for, convicted of, or plead no contest to, any crime (whether a petty offense, misdemeanor, or felony), or civil offense that is reasonably likely, in our sole opinion, to unfavorably reflect on the System, Marks, or the goodwill or reputation thereof.
- i. Any credit background check determines that your status as a debtor has materially negatively changed from any prior report so that your ability to continue to operate the Business is commercially substantially in doubt.
- ii. You fail to pay any Royalties, marketing fees, Late Fees, Default Interest Report Late Fees, or any other amounts due us, including any amounts which may be due as a result of any other agreements between you and us within five days after receiving notice that such fees or amounts are due.
- iii. You misuse or fail to follow our direction and guidelines concerning use of the Marks or any component of the Proprietary Information, and fail to correct the misuse or failure within five days after notification from us; except that if your violation of this subparagraph (g) is intentional, there will be no 5-day right to cure and default and termination will be immediate.
- iv. You disclose to any unauthorized person any component of the Proprietary Information or the System.
- v. During the Initial Term of this Franchise Agreement (or during any Successor Franchise Rights Term), you have received from us three written notices of default as to any term, covenant, or condition (or a combination thereof) of this Franchise Agreement, each of which has been timely cured (if cure is available), and you are again in default of the same or any other portion, term, or covenant of this Agreement, even if all prior breaches were timely cured.

- e. During any Successor Franchise Term, you receive one written notice of default as to any term, covenant, or condition (or combination of them) of this Franchise Agreement and are again in default of the same or any other term, covenant, or covenant of this Agreement, even if the breach was timely cured.
- f. You violate a term of Article 9, or suffer an Involuntary Transfer.
- g. You violate any Applicable Law and then fail to cure (if cure is provided).
- h. You make any material misrepresentations relating to the acquisition of your rights under this Franchise Agreement.
- i. You violate any covenant or condition of 1.6(d)(v).
- j. You violate any other term, covenant, or condition which contains its own cure provision and then fail to cure within the time provided in that term, covenant, or condition.
- k. You have employees, and you fail to pay the Person's wages or withholding taxes.
- l. You fail, refuse, or neglect to obtain any prior written approval or consent required by this Agreement.
- m. You engage in any unauthorized business or practice or sell any unauthorized product or service from the Business.
- n. You fail to pay any tax (including but not limited to payroll, sales, income, or any other tax) due as a result of the operation of the Business).
- o. One or more complaints are received by us concerning: you; the operation of your Business; your demeanor; or for any other reason during any 12 months;
- p. You violate any other covenant of this Franchise Agreement that has its own cure provisions and fail to cure within the time stated there.
- q. You fail to file or deliver any documents to us at the time required under this Franchise Agreement and fail to cure the same after receiving ten days written notice to do so;
- r. You take any action, fail to take any action either during normal business hours or outside business hours which action or failure to act in our commercially reasonable judgment results in, or may reasonably result in the disparagement of the Marks, the System, or any portion of the Proprietary Information;
- s. There is a "**Cross-Default**" under Section 10.3 below; or,
- t. You fail to add new lines of goods, services, or technology after we have notified you in writing and have given you reasonable time to comply, which will be no longer than 60 days.

10.2. Termination by Franchisor – Thirty-Days Notice

We have the right to terminate this Franchise Agreement (subject to any state laws to the contrary, in which case such state law will prevail) effective upon 30 days' written notice to you if you breach any other term, covenant, or condition of this Franchise Agreement that does not have its own cure period or is not identified in Section 10.1 and fail to cure within the 30 days

10.3 Cross Default

- a. If you are a party to any other Franchise Agreements with us or are a party to any agreements with an Affiliate, and if such agreement is breached and not timely cured within the time permitted in such document with the result being that that agreement is terminated, then we have the right to terminate this Franchise Agreement without affording you any additional right to cure.

b. If you violate the terms, covenants, or conditions of any other contract or agreement with a third party that is unrelated to us but which is material to the operation of the Business including any real property or equipment lease (**Third Party Contract**) and fail to cure any such breach within the time permitted under such Third Party Contract, and as a result, you are unable (i) to operate this Business in the manner you were able to before the breach of the other agreement; or, (ii) to operate any other Business under a separate franchise agreement (**Cross-Default**); or, (iii) operate the Business under the terms of this Agreement, then upon termination of said Third Party Contract, this and all other franchise agreements with us may, in our sole and exclusive discretion, also be terminated at the same time as the Third Party Contract terminates. You will provide us immediate notice in the event of the termination of such a material agreement.

10.4 Diligent Pursuit of Cure and Discontinuation of Services

a. If the breach is one for which cure is provided, and if you undertake the cure within three days of the date you receive our notice, and if you continue to pursue such cure in good faith but are unable to complete it within the cure period, we will give you up to an additional 30 days after the end of the first cure period within which to complete such cure. If you fail to pursue the cure during this additional time or are unable to complete such cure within this additional time, we have the right to terminate the Franchise Agreement without further notice to you.

b. We also have the right, in our sole discretion, to grant you extended time to cure. In such an event, however, we will not have waived our rights to later strictly enforce any right to cure, to deny you the right to cure a future breach for which no cure is provided, or to take such action as is allowed to us by this Franchise Agreement if you fail to cure during the extended period granted to you.

c. As to any breach of this Franchise Agreement for which cure is granted, during the period of cure, we have the right to suspend our performance of any of our obligations under this Franchise Agreement, including the supply of any online services, online marketing, web-page hosting or the sale or delivery of any services or products until you correct the breach.

10.5 Temporary Management, Temporary Management Fee and Discontinuation of Service

a. If you breach this Franchise Agreement, whether or not the breach is one for which cure is provided, we have the option but not the obligation to temporarily manage your Business until (i) the breach is time cured (if cure is permitted); (ii) until the termination process is complete, and you are no longer a Franchisee; or (iii) we determine our temporary management should cease.

b. During this period, we have the right to operate your business as though we were your Designated Manager, and we will perform all duties required to operate the Business, will service all Clients, will collect all Gross Sales revenue, will make all tax payments, will make all commercially reasonable payments to employees, will pay the then-current Temporary Management Fee, will pay accounts payable, and will take all other reasonable actions necessary to operate your Business.

c. You will indemnify us and hold us harmless from any claim, cause of action, damage, loss, fee, cost, wage, award, and the like that may be incurred by us unless the same is caused by our gross negligence.

d. To the extent we deem it necessary, you will amend any insurance policies to ensure that we are covered by such insurance.

d. Further, and as to any breach of this Franchise Agreement for which cure is granted, during the period of cure, we have the right to suspend our performance of any of our obligations under this Franchise Agreement, including the supply of any online services, online marketing, web-page hosting or the sale or delivery of any services or products until you correct the breach.

10.6 Our Rights to Damages

Upon your failure to cure any Event of Default (if cure is provided), we may proceed to enforce any or all of the following non-exclusive remedies or any other remedy, claim, cause of action, award, or damages allowed by law or equity, with the understanding that the pursuit of one remedy is not an election or waiver by us to pursue additional remedies, as all remedies are cumulative and are not exclusive:

a. Bring one or more actions for lost profits as measured by the Royalties and other fees that would have been due and payable had breach and default not occurred (less however any amounts necessary to ensure that we

are receiving only the net amount of such Royalties or fees;) penalties and interest as provided for in this Franchise Agreement; and for all other damages sustained by us as a result of your breach of this Franchise Agreement.

b. Accelerate the balance of any outstanding installment obligation due hereunder and bring an action for the entire accelerated balance.

c. Bring an action for temporary or permanent injunctions and orders of specific performance enforcing the provisions of this Franchise Agreement and otherwise stop you from engaging in actions prohibited hereby, including, without limitation: (i) improper use of the Marks or System; (ii) unauthorized assignment of the Franchise Agreement; (iii) violation of any of the restrictive covenants; and (iv) your failure to meet or perform your obligations upon the Transfer, termination or expiration of this Franchise Agreement.

d. Terminate this Franchise Agreement and proceed to enforce our rights under the appropriate provisions.

i. We also have the right to refrain from terminating this Franchise Agreement, but to enforce our rights to deny you use of the Proprietary Information; the operation of the business; and any other legal or equitable rights and to bring an action for any damages, costs (including reasonable attorneys' fees and arbitration costs) or losses suffered by us.

ii. If you operate the Business after Transfer, repurchase, termination, or expiration; use any of the Marks, Proprietary Information, or any component of the System; violate any surviving covenants after a Transfer, any termination or expiration, then, in addition to any remedies provided above, and in addition to any other remedies in law or equity (all of which are cumulative and not an election of remedies to the exclusion of other remedies), our remedies will include recovery of the greater of, (i) all profits earned by you in the operation of the business using our Marks or System after such Transfer, Assignment, repurchase, termination, or expiration; (ii) all Royalties, marketing contributions, and other amounts that would have been due to us if such Transfer, repurchase, termination, or expiration had not occurred; or (iii) any other amount that may be proven.

10.7 Waiver of Jury Trial and Waiver of Punitive, Exemplary, or Consequential Damages

a. **YOU AND WE AGREE TO WAIVE THE RIGHT TO A JURY TRIAL AND AND INSTEAD ELECT TO USE THE ALTERNATIVE DISPUTE RESOLUTION PROCEDURE OF ARTICLE 16.**

b. Each Party agrees that it has the right to seek damages that are in addition to the actual monetary loss that can be proven, including consequential, exemplary, and punitive damages, even if a Party is made aware of the right to such damages. Being advised of the same, we each waive such damages that may be in addition to any actual monetary damages suffered; except if you must indemnify us under Article 14 and if, as a result of the action underlying the indemnification, such damages are awarded to the injured party, then you agree that indemnification will cover such damages. If in some event the arbitrator awards such damages and if such award is not deemed to be outside the scope of what is permitted by this Franchise Agreement, then any constitutional or statutory limitations on punitive, exemplary, multiple, or similar damages will apply.

Initials as to this Section

Initials of Franchisee

Initials of Franchisee

Initials of Franchisor

10.8 State or Federal Law Prevails

If any mandatory provisions of governing state law prohibit termination of the franchise agreement as described herein, or if the same otherwise limits our rights to terminate by imposing different rights or obligations as are found herein, then such mandatory provisions of state law will be incorporated into the agreement by reference and will prevail over any inconsistent terms in the agreement. If no such law exists, or if such law exists but permits you to agree to abide by the termination provisions set forth here instead of the state law, then you agree that the terms of this Franchise Agreement will prevail. If by electing the

alternative dispute resolution provisions and choice-of-law provisions of Article 16, it is determined that the terms of this Franchise Agreement preempt or prevail over the application of any state law to the contrary, then the choices made by the Parties will prevail to permit the limitations identified in this Article.

10.9 Payment of Fees is an Independent Covenant

You agree that you will not withhold payments of Royalties, Marketing Fees, regional marketing contributions, or any other amounts of money owed to us for any reason, even including a claim by you of the alleged nonperformance by us of any obligation hereunder. All such claims by you will, if not otherwise resolved by us, be resolved as permitted in this Agreement. All covenants are independent of each other.

10.10 Action Against the Franchisor

Subject to the limitations of actions as found in Article 16, before starting any dispute resolution procedure against us or any of our officers, agents, or employees, you agree to give our officers, agents, employees, or us 60 days prior written notice and an opportunity to cure any alleged act or omission within that time. If such act or omission cannot be cured within 60 days and we or our officers, agents, or employees are diligently pursuing cure, you will give us or our officers, agents, or employees such additional time as is reasonably necessary to cure which time will not exceed an additional 30 days. If we fail to complete such a cure in a timely fashion, you have such rights as are permitted in this Franchise Agreement.

ARTICLE 11

OBLIGATIONS OF FRANCHISEE UPON TERMINATION OR EXPIRATION

11.1 Obligations upon Transfer, Termination or Expiration

Upon a Transfer, termination, or expiration of this Franchise Agreement for any reason, you will cease to be a licensed Franchisee and will immediately,

- a. pay for all product purchases, marketing fees, and other charges and fees owed or accrued to us;
 - b. refrain from holding yourself out as a Franchisee and immediately cease to advertise or in any way use the System, the Marks, any materials, designs, logos, methods, procedures, processes, and other commercial property and symbols or promotional materials provided by or licensed to you by us or in any way connected with the Business;
 - c. take all steps necessary to disassociate yourself from the System and the Business, including the removal of signs and destruction of letterhead. You also agree to assign to us your telephone listings and telephone numbers, changing internet sites, web pages, and Uniform Resource Locators (**URL**) web pages, blogs, vlogs, social media addresses, “**handles**,” and the like. In this regard, you will sign the “**Collateral Assignment of Contact and Electronic Information**,” the current copy of which is attached as Exhibit 5. If you fail or refuse to do so, the telephone company, website manager, hosting agent, and other listing agencies will accept this Franchise Agreement as evidence of our exclusive rights in and to the same. If your state requires specific information included in this Franchise Agreement or a particular document be executed to perfect our rights as your attorney in fact, you and we agree that this Franchise Agreement is amended to include such language or the document, and you and we will cooperate to ensure that such document is executed;
 - d. take such action as is necessary to amend or cancel any assumed name, fictitious name, or business name or equivalent registration which contains any trade name or Mark of ours, or in any way identifies you as being affiliated with the System;
- i. notify all suppliers, utilities, creditors, and concerned others that you are no longer affiliated with us, the System, or the Franchise, and provide proof to us of such notification. You covenant not to use any part of the System or any part of our trade secret or confidential or proprietary information or materials following the termination of this Franchise Agreement and not to identify any present or future business owned or operated by you as having been in any way associated with us or the System;
 - ii. within seven calendar days, return to us by first-class, prepaid, certified, return receipt requested, United States Mail, all Manuals (including originals and any copies), all training, marketing, promotional aids, materials, and all other printed materials concerning the operation of the Business and the Client Lists;

- iii. unless an earlier time is called for, in which case the earlier time prevails, furnish evidence satisfactory to us of compliance with this Article within 30 calendar days after the termination, expiration, or Transfer of this Franchise Agreement.
- e. The terms of this Section survive a Transfer or the expiration or earlier termination of this Franchise Agreement.

11.2 Additional Matters

Upon a Transfer or the expiration or earlier termination of this Franchise Agreement,

- a. no payment will be due to you from any source on account of any goodwill or other equity claimed by you arising from your operation or ownership of the Business or this Franchise Agreement;
- b. unless otherwise described herein, no fees, charges, royalties, marketing fees, or other payments of any kind from you to us will be refundable in whole or in part; and,
- c. you will have no equity or other continuing interest in this Franchise Agreement.

ARTICLE 12

RIGHT TO PURCHASE

12.1 Right to Purchase

- a. Except as otherwise provided in Article 9, which prevails in the instance of a Transfer, upon expiration or earlier termination of this Franchise Agreement, you grant to us the right to acquire, in our sole discretion, all or any part of your inventory, equipment, signs, and accessories, and other personal property relating to the Business or the Franchise Agreement at the then-existing Fair Market Value of such furniture, fixture, equipment, or item as of the date of expiration or termination of this Franchise Agreement.
- b. We must exercise this option within 30 days of such expiration or termination by giving written notice to you of our intent to exercise our option to purchase. Unless otherwise agreed by you, the purchase price as determined hereunder will be paid in cash within the option period.
- c. If we have not notified you of our election to exercise this option within the 30 days, it is conclusively presumed that we have elected not to exercise our option, and you are then free to sell or transfer such assets to any person or entity on such terms as you may so choose.

ARTICLE 13

RELATIONSHIP BETWEEN THE PARTIES

13.1 Independent Contractor

- a. In all matters between us, or between you and the public, you are an independent contractor. Nothing in this Franchise Agreement or the franchise relationship constitutes a partnership, agency, joint venture, or another arrangement between us.
- b. Neither Party is liable for the debts, liabilities, taxes, duties, obligations, defaults, compliance, intentional acts, wages, negligence, errors, or omissions of the other.
- c. You are responsible for the management and control of the Business and its operation under this Franchise Agreement, including, without limitation, its daily operations, management, employee direction, and payment of all costs and expenses.
- d. The Parties agree not to hold themselves out by action or inaction, contrary to this Article.
- e. None of your employees are our employees, and each employee must be so notified.

- f. Neither Party will act or have the authority to act as agent for the other, and neither you nor we will guaranty the obligations of the other or become obligated for the debts or expenses of the other unless agreed to in writing.

13.2 No Fiduciary Relationship

It is understood and agreed between us that this Franchise Agreement does not establish a fiduciary relationship.

13.3 Posting of Signs

You agree to post promptly and maintain any signs or notices specified by us or by applicable law indicating the Parties' status.

ARTICLE 14

INDEMNIFICATION

14.1 Indemnification

- a. You agree to and will indemnify and defend us (the "**Indemnified Parties**"), against, and will reimburse us for all "**Claims**" (as defined below), directly or indirectly arising out of, your operation of the Business including Claims by your employees or Customers; your breach of any agreement with a third party that results in our being named in the Claim; a Claim of premises liability; your use of the Marks, the System, and the Proprietary Information; or as a result of your performance or failure to perform under this Franchise Agreement. "**Claims**" include any legal or equitable claim, obligation, liability, cause of action, damage, award, judgment, cost (including reasonable attorney's fees, court costs, and expert witness fees), expenditures of funds by us, or loss suffered by us.
- b. Included in indemnification is the reimbursement or direct payment by you of any award, damage, consequential damages, and costs reasonably incurred in defense of any Claim against the Indemnified Parties, including, without limitation, reasonable accountants', attorneys' and expert witness fees, costs of investigation and proof of facts, court costs, other litigation expenses, and travel and living expenses.
- c. We have the absolute right to defend any such Claim and have the right to have legal counsel of our choosing, the reasonable cost of which will be borne by you.
- d. This indemnity continues in full force and effect after and notwithstanding the Transfer, expiration, or termination of this Franchise Agreement and will continue for any applicable limitation-of-actions statute.
- i. **Further, should any Claim result in the granting of exemplary, punitive, or consequential damages, the same will be covered under this Article and will be reimbursed to us regardless of any language to the contrary in this Franchise Agreement.**

ARTICLE 15

RESTRICTIVE COVENANTS

15.1 In-Term Covenant Not to Compete

- a. You and we share a common interest in avoiding situations where Persons who are or have been franchisees operate or become involved with a similar competing business either during a Term or after the expiration, termination, or Transfer of this Franchise Agreement. Similarly, you and we want to protect our Proprietary Information, trade secrets, and similar information from misuse or in a Competitive Business.
- b. Therefore, during each Term of this Franchise Agreement, you will refrain in any capacity or at any location from owning; operating; leasing; franchising; conducting; consulting with; engaging in; having any interest in; assisting any Person in; or acting as an employee, consultant, partner, officer, director or shareholder of any other Person in any Competitive Business or in any other business which in our discretion is likely to diminish your ability to operate the franchised business in

accord with the systems and processes set forth herein and in the Operations Manual, except with our prior written consent that may be granted or withheld for any reason or no reason at all.

15.2 Post-Term Covenant Not to Compete

Upon the Transfer of, or termination, or expiration of this Franchise Agreement for any reason, or the occurrence of any Transfer, and for of 36 full months after that, you agree you will refrain from owning; operating; leasing; franchising; conducting; consulting with; engaging in; having any interest in; assisting any Person; or acting as an employee, consultant, partner, officer, director or shareholder in a Competitive Business that is within 50 miles of your Franchised Location, or within 50 miles of the Franchised Location of any other franchisee or Business owned by an Affiliate or us.

15.3 No Disclosure

You agree that during the Term of this Franchise Agreement, during any Successor Franchise Term or at any other time after the Transfer, expiration, or earlier termination of this Franchise Agreement (or any franchise agreement signed under the Successor Franchise Term), each will refrain from making any unauthorized disclosure or use the Marks, any component of the System, or any portion of the Proprietary Information.

15.4 Other Protection

During the Term of this Agreement, for two years following the Transfer, expiration, or termination of this Agreement, and in the area described in Section 15.2 above, you covenant that you will refrain either directly or indirectly, for yourself, or through, on behalf of, or in conjunction with any person, persons, or legal entity from:

- a. diverting or attempting to divert to any competitor of the Business (by direct or indirect inducement or otherwise) any business or Clients of the Business; or
- b. doing or performing, directly or indirectly, any other act injurious or prejudicial to the goodwill associated with the Marks or the System.

15.5 Application and Survival

- a. This Article applies to all participants in the Franchised Business including the Principal Operator, any equity holder, any Person that has a manager or higher position, any Person that is a spouse or civil partner of you, of the Principal Operator or the equity holder, any Guarantor, and all others that take an active role in the operation of the Business that holds a manager or higher position.
- b. The restrictive covenants of this Article and all other restrictive covenants in this Franchise Agreement (including those in Article 6) survive its Transfer, expiration, or earlier termination and will continue to bind those Persons subject to these terms.

15.6 Reasonable Restriction and Savings Clause

- a. The covenants found in this Article are intended to be a reasonable restriction on you and others identified above. You and we agree that the purpose of these restrictions is to protect the entire franchise system from unfair competition and to protect the goodwill, and time and effort spent by us in creating the Marks, the System, and the Proprietary Information. In fact, we would not have shared such information with you unless you agreed to be bound by the terms of this Article 15.
- b. **You further agree you (and each Person identified as a Franchisee under Article 1) have skills of a general and specific nature and has other opportunities, or will have other opportunities, to use such skills, and that the enforcement of these covenants will not unduly deprive you of the opportunity to earn a living.**
- c. To ensure that the covenants found in this Article are and will remain enforceable, every location of a Business, every month, each mile of distance, or any other restriction may be amended by the arbitrator in the most limited manner possible to reduce any spatial, temporal, or other limitation considered to be overly broad to create a reasonably enforceable covenant that upholds the restrictive nature of this Article specifically and this Franchise Agreement generally.

d. You expressly agree that the existence of any claim you may have against us, whether or not arising from this Franchise Agreement, does not constitute a defense to the enforcement by us of any covenants of this Article specifically and this Franchise Agreement generally. You further agree that we are entitled to set off any loss or damage we suffer against any amounts owed to you.

15.7 Tolling of Time and Injunctive Relief

a. You acknowledge that any failure to comply with this Article will cause us irreparable injury for which no adequate remedy at law may be available, and you, therefore, understand that we may apply for an injunction to a court of competent jurisdiction to protect our rights. If permitted by law, you agree to waive any requirement that we post a bond. Further, you and we understand that to obtain injunctive relief, you and we are not required first to meet face-to-face or to mediate under Article 16. If the temporary injunction is granted, we must begin the alternative dispute resolution process under Article 16. We may further avail ourselves of any legal or equitable rights and remedies which it may have under this Franchise Agreement or otherwise.

b. If at any time during a period of non-competition, you fail to comply with your obligations under this Article, under Article 6, or under any other covenant that has survived expiration, termination, or a Transfer, the period of noncompliance will not be credited toward your satisfaction of the non-competition requirement. Instead, the counting of the period of non-competition will be tolled until you are again in compliance.

ARTICLE 16

DISPUTE RESOLUTION

16.1 Intent, Meeting, and Mediation

You and we believe that it is important to resolve disputes amicably, quickly, cost-effectively, and professionally and return to business as soon as possible. You agree that you will communicate professionally with us and with our team at all times, including when communicating any dispute. You and we agree that the provisions of this Article support these mutual, practical business objectives, and, therefore, agree as follows:

a. All provisions of this Franchise Agreement (including the language of this Article) will be fully enforced, including those relating to arbitration, waiver of jury trial, limitation of damages, venue, choice of laws, and shortened periods in which to bring claims.

b. **All of the terms, covenants, and conditions of this Article, including the choice of law, choice of venue, and use of arbitration are mandatory and not permissive.**

c. The Parties rely on the federal preemption of state laws under the Federal Arbitration Act (9 U.S.C. §1 et seq.) (FAA) with the understanding that the FAA and not state law will control any matters concerning mediation and arbitration and, as a result, the provisions of this Franchise Agreement will be enforced only according to its terms and through the alternative dispute mechanism found in this Article. The Parties further agree that each Party intends that any state law attempting to prohibit arbitration or attempting to void out-of-state forums for arbitration are preempted by the Federal Arbitration Act and that arbitration will be held as provided in this Article.

d. Except as expressly provided in this Franchise Agreement, **EACH PARTY KNOWINGLY WAIVES ALL RIGHTS TO A COURT OR JURY TRIAL AND, INSTEAD, SELECTS FACE-TO-FACE MEETINGS, MEDIATION AND FINALLY BINDING ARBITRATION AS THE SOLE MEANS TO RESOLVE DISPUTES UNDERSTANDING THAT FACE-TO-FACE MEETINGS, MEDIATION AND ARBITRATION MAY BE LESS FORMAL THAN A COURT OR JURY TRIAL, MAY USE DIFFERENT RULES OF PROCEDURE AND EVIDENCE, THAT AN APPEAL PROCESS IS GENERALLY LESS AVAILABLE, AND THAT THE FEES AND COSTS ASSOCIATED WITH MEDIATION AND ARBITRATION MAY BE SUBSTANTIALLY GREATER THAN IN CIVIL LITIGATION.**

Initials as to the above three subsections:

Initials of Franchisee

Initials of Franchisee

- i. Notwithstanding the fact that a Party is or may become a party to a court action or special proceeding with a third party or otherwise, and whether or not such pending court action or special proceeding: (i) may include issues of law, fact, or otherwise that arise out of the same transaction (or series of related transactions) as any arbitrable matter between or involving the Parties; (ii) involves a possibility of conflicting rulings on issues of law, fact, or otherwise; and (iii) such pending court action or special proceeding may involve a third party who cannot be compelled to arbitrate the terms, covenants, and conditions of this Franchise Agreement, the Parties still agree any dispute between the Parties to this Franchise Agreement will be enforced according to the terms found herein, including the obligation to perform under this Article.
- ii. Before arbitration, each Party agrees to adhere to the following procedure:
 1. First, in the event of a disagreement between us, we agree to meet face-to-face within 30 days after one Party gives written notice to the other;
 2. Second, if the issues between us cannot be so resolved, then the disagreement must be submitted to non-binding mediation before the Judicial Arbitration and Mediation Service (**JAMS**) or its successor (or an organization designated by JAMS or its successor). If JAMS is unable or unwilling to conduct such proceedings, and the Parties to the dispute cannot agree on an appropriate organization or person to conduct such proceedings, mediation will be heard by the American Arbitration Association. (**AAA**).

A. You and we will agree upon a single mediator. If we cannot agree upon the mediator, then the senior-most officer, director, or manager of the association under which the mediation is to take place will choose a neutral and disinterested mediator, and such choice will be final and binding.

B. Mediation must begin 30 days after the face-to-face meeting. Any Party may be represented by counsel and may bring persons appropriate to the proceeding with permission of the mediator.

C. Each Party will bear the Person's costs associated with attending mediation. Each Party will equally split the cost of the mediator.

3. If mediation does not resolve the matter, you and we agree that the disagreement will be submitted to and finally resolved by binding arbitration.

16.2 Resolution under Arbitration

a. Subject to the terms of this Article, Arbitration must begin by the earlier of 90 days after the end of mediation or the last day of the one year identified in this Article.

b. Arbitration will be held before and under the arbitration rules of JAMS or its successor (or an organization designated by JAMS or its successor). If JAMS is unable or unwilling to conduct such proceedings, and the Parties cannot agree on an appropriate organization or person to conduct such proceedings, the arbitration will be heard by a single arbitrator from the AAA. The arbitrator must be experienced in franchising. If the Parties cannot agree upon the arbitrator, the senior-most officer, director, or manager of the association under which the arbitration is to take place will choose a neutral and disinterested arbitrator, and such choice will be final and binding upon the Parties.

c. Any Party may be represented by counsel and may, with permission of the arbitrator, bring persons appropriate to the proceeding.

d. The arbitrator's judgment on any preliminary matter and the final arbitration award will be final and binding and may be entered in any court having jurisdiction.

- i. The arbitrator's award will be in writing. On request by any party to the arbitration, the arbitrator will provide to all disputants a reasoned opinion with findings of fact and conclusions of law, and the Party so requesting will pay the arbitrator's fees and costs.
- ii. There will be no right to appeal any preliminary finding or ruling, and there is no right to appeal the final award.

e. The Parties agree that they will equally split the fees paid to start arbitration and the fees paid to the arbitrator until the arbitrator awards fees and other costs to the Prevailing Party.

16.3 Confidentiality:

The Parties to any meeting, mediation, or arbitration will sign confidentiality agreements, excepting only public disclosures and filings as are required by law.

16.3 Choice of Law, Venue and Jurisdiction

- a. Any meeting, mediation, or arbitration will be conducted exclusively at a neutral location within 15 miles of our then-current headquarters without regard to conflict of law provisions or *forum non-conveniens* demand to the contrary.
- b. The arbitrator will apply all applicable laws and equity permitted under the laws of the state of Utah, without regard to conflicts of law provisions. Any dispute requiring resolution before a court shall be brought in the appropriate state or federal court situated in Utah County, Utah, or the most proximate thereto, with the parties hereby irrevocably consenting to the exclusive jurisdiction and venue therein.
- c. The terms of this Section and the terms of this Article generally **are mandatory and not permissive** and will control any matters of jurisdiction, venue, and choice of law; and by initialing below, you and we have agreed to the mandatory terms of this Article generally and to the mandatory terms of this Section specifically.

Initials as to this entire Section

Initials of Franchisee

Initials of Franchisee

Initials of Franchisor

16.4 Scope, Discovery, other Procedural Matters, Fees, and Costs

- a. The arbitrator will decide any factual, procedural, or legal questions relating to the dispute, including any decision as to whether there is a franchise contract between the Parties; whether this Article is applicable and enforceable; and all other matters, including issues relating subject matter, timeliness, scope, remedies, unconscionability, and any alleged fraud in the inducement.
- b. The Parties to the dispute have the same discovery rights as are available under the rules of the arbitration association hosting the arbitration.
- c. Each participant must submit or file any claim which would constitute a “compulsory counter-claim” (as defined by the applicable rule under the Federal Rules of Civil Procedure) within the same proceeding as the claim to which it relates. Any such compulsory counter-claim that is not submitted or filed in such proceeding will be forever barred.
- d. The arbitrator may issue summary orders disposing of all or part of a claim and provide for temporary restraining orders, preliminary injunctions, injunctions, attachments, claim and delivery proceedings, temporary protective orders, receiverships, and other equitable, interim or final relief.
 - i. Each Party consents to the enforcement of such orders, injunctions, etc., by any court having jurisdiction.
 - ii. The arbitrator has subpoena powers limited only by the laws of the state of Utah.
- e. In addition to any other remedy, the arbitrator will award the “**Prevailing Party**” their costs, fees, reasonable attorney’s fees, expert witness fees, and the like that Party expended in preparation for and the prosecution of the case at arbitration. The Prevailing Party will be the Party that has obtained the greatest “**net judgment**” in terms of money or money equivalent. If money or money equivalent has not been awarded, then the Prevailing Party will be that Party that has prevailed on a majority of the material issues decided. The “**net judgment**” is determined by subtracting the smallest award of money or money equivalent from the largest award. If there is a mixed decision involving an award of money or money equivalent and equitable relief, or if the arbitrator deems it to be in the best interest of justice, the arbitrator using their reasonable judgment, will award the above fees to the Party that it deems has prevailed over the other Party. This award applies to all matters decided by the arbitrator, including matters concerning misrepresentation or fraud.

16.5 Disputes Not Subject to the Mediation or Arbitration

- a. Claims or disputes relating primarily to the Marks, to any intellectual property licensed to you, to any matter governed by the United States Trademark Act of 1946 (Lanham Act, 15 U.S.C. §§ 1051 et seq.), are subject to court proceedings in a court of competent jurisdiction. Only the portion of any claim or dispute identified in this Section is subject to court action, but only to the extent that such action is necessary to protect the Marks, the intellectual property, and any matters governed by the Lanham Act.
- b. Matters relating solely to the collection of money by one Party against the other are not subject to a face-to-face meeting, mediation, or arbitration. Such matters include collection efforts against you or us solely for the failure to make timely payment of any amount due to the other. In such an event, such matter may be brought in a court of competent jurisdiction and venue. If, however, one Party to such action pleads another claim, cross-claim, counter-claim or affirmative defense based on anything other than the mere collection of money, or if the other Party alleges facts concerning fraud or any other equitable defense, then the entire matter, including the collection-of-money effort will be subject to the alternative dispute resolution procedures of this Article.
- c. To the extent that either of us seeks injunctive relief before the face-to-face meeting or mediation, the same may be applied to a court of competent jurisdiction. The court will hear only the application for injunctive relief, and the mere fact that the court exercised jurisdiction in considering the injunction will not serve to eliminate the alternative dispute resolution requirements of this Article. If the temporary injunction is granted, then the Party that made the application must begin the alternative dispute resolution process under this Article.

16.7 Other Matters

We each understand and specifically agree that any matters concerning the relationship between us and any dispute arising, as a result, will be determined on an individual basis and will not be brought as a class action or with multiple unrelated franchisees (whether as a result of attempted consolidation, joinder, or otherwise). This is prudent from a business standpoint because (a) the mediation and arbitration procedures function most effectively on an individual case basis; (b) there are significant factors present in each individual franchisee's situation which should be respected; and (c) class-wide or multiple plaintiff disputes do not foster quick, amicable, and economic dispute resolutions.

16.8 One Year Limitation of Action

- a. Except for an alleged violation of the Marks or any intellectual property licensed to you (which may be brought at any time), and except for the enforcement of our right to indemnification under Article 14 and subsection © just below, **YOU AND WE ARE LIMITED TO BRINGING ANY ARBITRATION AGAINST THE OTHER WITHIN ONE YEAR OF THE DATE THAT THE FACTS WHICH GIVE RISE TO THE CLAIM WERE DISCOVERED, OR ONE YEAR FROM THE DATE THAT SUCH FACTS REASONABLY SHOULD HAVE BEEN DISCOVERED.** The one-year period begins to run and will not be tolled merely because the claiming party was unaware of legal theories, statutes, regulations, or case law upon which the claim might be based. If the Parties have begun mediation on the day that the one-year expires, then the one-year will be extended by 90 days from the unsuccessful end of mediation within which a Party must bring arbitration. If arbitration is not brought by 5:00 p.m. Mountain Time on the 90th day after mediation ends, then the right to bring arbitration expires, and the Parties will have no other opportunity to try, arbitrate or receive any other relief because of the action, matter, dispute, or disagreement underlying the claim.
- b. Notwithstanding the foregoing, if any federal or state law provides for a shorter limitation period than is described in this Section, then such a shorter period will govern.
- c. This Section will not apply to issues of indemnification, and such actions under the indemnification covenant may be brought within the period provided by any limitation-of-action statute under the laws of the state in which our headquarters is then located.

Initials as to this entire Section

Initials of Franchisee

16.9 Survival of Obligations

Each provision of this Article 16 is self-executing and will continue in full force and effect after a Transfer, expiration, termination, rescission, or finding of unenforceability of this Agreement (or any part of it).

ARTICLE 17

INSURANCE

17.1 Insurance is Required and Minimum Coverage.

- a. Before you open, and then no later than 30 days before each renewal or expiration date of a policy, you will purchase and maintain in full force during each Term, an insurance policy or policies protecting you and us, and the officers, directors, partners, and employees of both you and us against any loss, liability, personal injury, death, property damage or expense whatsoever arising or occurring upon or in connection with the operation of the Business. We and our officers, directors, members, partners, and employees will be named as an additional insured on all such policies using the latest version of ISO endorsement CG 20 10 or the latest version of ISO endorsements CG 20 42 or CG 20 43 (or their combined equivalent). The coverage afforded to the additional insureds must be written on a primary basis and will not require or contemplate contribution by any other policy or policies obtained by, or available to, an additional insured.
- b. You will deliver to us the actual policy or policies of insurance or endorsements issued by the insurer (and not the broker) evidencing the proper coverage with limits not less than those required hereunder.
- c. All policies must expressly provide that not less than 30 days prior written notice must be given to us in the event of a material alteration to termination, non-renewal, or cancellation of the coverage evidenced by such policies.
- d. You will obtain the following insurance with the following minimum coverages or such other minimum coverages as set forth by us in the Operations Manual. You can elect to purchase insurance with greater coverage or limits:
 - i. General liability insurance having a combined annual single limit for any form of injury and property damage of \$1,000,000 per occurrence and 2,000,000 in the aggregate.
 - ii. Automobile liability insurance for the vehicle or vehicles that are used in the operation of the Business, and automobile liability coverage for owned, non-owned, scheduled, and hired vehicles having limits for bodily injuries of \$500,000 per person and \$1,000,000 per accident, and property damage limits of \$50,000 per occurrence.
 - iii. Employer's liability and worker's compensation insurance is mandatory regardless of being required by state law in the state in which the Business is found. If your state does not require you to carry such insurance (such as Mississippi or Texas), you must still obtain it, in which case the minimum amount will be \$1,000,000/\$1,000,000/\$1,000,000. You or your equity owners that operate the Business must be covered; no exclusions are allowed. A "Stop Gap" endorsement or similar coverage is required in North Dakota, Ohio, Washington, and Wyoming. This policy must provide primary coverage.
 - iv. Business interruption insurance of not less than \$30,000.00 per month for loss of income and other expenses with a limit of not less than nine months of coverage.
 - v. Professional liability insurance with coverage of at least \$1,000,000 per occurrence and \$1,000,000 annual aggregate.
 - vi. Excess liability umbrella coverage for general and automobile liability coverage in an amount of not less than \$1,000,000 per occurrence and \$2,000,000 in the aggregate.
 - vii. Such policy or policies must be written by an insurance company rated A-minus or better, in Class 10 or higher, by Best Insurance Ratings Service and satisfactory to us under standards and specifications outlined in the Franchisee Manuals or otherwise in writing, from time to time, and will include, at a minimum, the coverage found above. The insurance will insure us, you, and our respective subsidiaries, owners, officers, directors,

partners, members, employees, servants, and agents against any loss, liability, products liability, personal injury, death or property damage that may accrue due to your operation of the Franchise. Your policies of insurance, will contain a separate endorsement naming us as an additional named insured. The insurance will not be limited in any way because of any insurance we maintain, and will be the primary, non-contributory insurance for claims made thereunder. The insurance will not be subject to cancellation except upon **20** days' written notice to us. Certificates of your insurance policies will be kept on deposit with us. Maintenance of the required insurance will not diminish your liability to us under the indemnities contained in this Agreement. The policy or policies will insure against our vicarious liability for actual and (unless prohibited by applicable law) punitive damages assessed against you.

All insurance policies you obtain will contain a blanket waiver of the insurer's rights of subrogation in respect of or against us and our officers, agents, employees and representatives; and will not contain any insured vs. insured exclusion clause, but will contain a severability clause providing that each the policy will be treated as though a separate insurance policy had been issued to each named insured.

We may require you to increase the minimum limits of and types of coverage to keep pace with regular business practice and prudent insurance custom.

If you fail to comply with any of the requirements of this Subsection, we may, but are not obligated to, purchase insurance at your expense to protect our interests. This insurance may, but need not, also protect your interest. The coverage we obtain might not pay any claim you make or any claim made against you. You may later cancel the insurance we obtain by providing evidence that you have obtained proper coverage elsewhere. You are responsible for the cost of any insurance purchased by us pursuant to this paragraph. This coverage may be considerably more expensive than insurance you can obtain on your own and might not satisfy your needs. You will pay us upon demand the premium cost of this insurance with a late payment charge on the unpaid balance at the rate established in this Agreement.

You will promptly report all claims or potential claims against you, the Business or us in writing when you become aware of them. You will give immediate written notice to us of any claims or potential claims you make to your insurers.

We may, at our sole discretion, upon not less than 90 days prior written notice to you, secure a policy of insurance which will provide defined insurance coverage to all or any part of the Bio-One system. This policy may replace or supplement the insurance coverage you are required to maintain. You will pay the relevant insurance premium to us or the designated insurance provider, as we direct.

Nothing contained in this Agreement will be construed as a representation or warranty by us that the insurance coverage we specify will insure you against all insurable risks or amounts of loss which may or can arise out of or in connection with the operation of your franchise business. It is your sole responsibility to ensure that adequate insurance coverage is obtained for your business.

Your procurement and maintenance of the insurance specified above will not relieve you of any liability to us under any indemnity requirement of this Agreement.

17.2 No Limitations on Coverage and Primacy of Your Insurance

- a. Your obligation to obtain and maintain the preceding policy or policies in the amounts specified, which will not be limited in any way because of insurance that may be maintained by us, nor will your performance of these obligations relieve you of liability under the indemnity provisions set forth herein.
- b. Although we require certain insurance coverage and may recommend other coverages, we do not guarantee that the required or recommended insurance will be adequate to protect all of your assets. You should consult with an insurance professional to determine what coverage, in addition to the minimum required coverage, may be needed for you and your Business.
- c. Your insurance policies will contain a provision stating that your insurance coverage is primary to any coverage maintained by us, and we will be entitled to recover under your policies for any loss sustained by us.

17.3 Franchisor May Procure Insurance Coverage

Should you, for any reason, fail to procure or maintain the insurance required by this Agreement, as described from time to time by the Franchisee Manuals or otherwise in writing, we have the right and authority (but no obligation) to procure such insurance and to charge the same to you; said charges, together with a reasonable fee for our expenses in so acting, will be immediately payable to us by you.

ARTICLE 18

ADDITIONAL PROVISIONS

18.1 Entire Agreement – Merger

- a. This Franchise Agreement, including all exhibits and addenda, contains the entire agreement between the Parties and supersedes all prior oral, written, express, or implied agreements, statements, or understandings concerning the subject matter hereof.
- b. You agree and understand that we are not liable or obligated for any oral or written representations or commitments made before the execution of this Franchise Agreement or for claims of negligent or fraudulent misrepresentation based on any such representations or commitments not made part of this Franchise Agreement.
- c. Nothing in this Franchise Agreement or any related agreement you sign with us is intended to disclaim any representations in the franchise disclosure document.

18.2 Modification and Power of Attorney

- a. This Agreement may only be modified in a written agreement signed by all parties to this Franchise Agreement.
- b. You acknowledge, however, that we may modify our standards, specifications, and operating and marketing procedures, any component of the System, the Marks, or any copyrighted or Proprietary Information, unilaterally, under any conditions and to the extent to which we, in our sole discretion, deem necessary to protect, promote or improve the Marks and the quality of the System in general.
- c. If you grant us a power of attorney under this Franchise Agreement, it is always coupled with an interest. To the extent that a specific form or special language is required in your state to ensure enforceability, you agree to execute a separate power of attorney in the form required or to incorporate the special language into this Franchise Agreement to form an enforceable power-of-attorney.

18.3 Delegation

From time to time, we have the right to and will delegate the performance of any portion or all of our obligations and duties hereunder to a third party who is approved by us to deliver such services and perform such duties, whether the same are agents of ours or independent contractors which we have contracted with to provide such services. You agree in advance to any such delegation by us of any portion or all of its obligations and duties hereunder.

18.4 Review of Agreement

You acknowledge that you had a copy of this Franchise Agreement in your possession for no less than 14 calendar days before signing it or giving us money, during which time you had the opportunity to submit it for professional review and advice by one or more professionals of your choosing before freely executing this Agreement.

18.5 No Waiver

A waiver by a Party of any term, covenant, or condition contained in this Agreement is not a waiver in the future of the enforcement of such term, covenant or condition, and the failure of a Party to exercise a right or remedy granted to it under this Agreement will not constitute or be considered to imply a further waiver by a Party of enforcement of the same or any other condition, covenant, right, or remedy. No custom, usage, concession, or practice on the part of a Party that varies from the literal terms of this Franchise Agreement will preclude at any time the strict enforcement of this Agreement (upon due notice) under its terms.

18.6 No Right to Set Off or Third-Party Beneficiaries

- a. You will not set off against amounts owed to us any amount we owe you, and in any event, you will not withhold such amounts due to us because of any alleged nonperformance by us, which right of set-off you expressly waive.
- b. All of our obligations under this Agreement are solely and exclusively for the benefit you and us, and no other party is entitled to rely on, enforce, benefit from, be deemed to be a third-party beneficiary, or otherwise obtain relief either directly or by subrogation.

18.7 Invalidity

If any provision of this Agreement is held invalid, and if the arbitrator modifies such provision to eliminate the invalid element, then the provision as modified will be a part of this Franchise Agreement as though originally included. The remaining provisions of this Franchise Agreement will not be affected by such modification. If any provision cannot be modified, it will be stricken, and the rest of the Franchise Agreement will remain in full force and effect.

18.8 Notices

- a. Any notice relating to any breach of this Franchise Agreement, and all notices concerning the implementation of the alternative dispute resolution procedures must be given in writing and must be delivered by certified mail, return receipt requested, or by an overnight delivery service providing documentation of receipt, at the address either of us may designate from time to time and will be effective when receipted for (or when refused), or by email to the email address then on record (with notice effective on the business day when the email message was sent). A copy of all notices will also be sent to:

Five Star Franchising, LLC
Attn: Matthew J. Morrison
761 W. Spring Creek Pl.
Springville UT 84663

- b. Communication other than relating to any breach of this Franchise Agreement or the implementation of alternative dispute resolution may be given by email (which is effective when sent to the recipient at the correct email address) or by the means stated in subparagraph (a) of this Section.

18.9 Time is of the Essence and Construction

- a. In all matters concerning this Franchise Agreement, time is of the essence.
- b. The headings are for the convenience only of the reader and are not intended to be inclusive or exclusive of any term, covenant, or condition.
- c. In reading this Agreement, the singular includes the plural, and the reference to one gender includes reference to the other gender and the neutral gender.
- d. The word “**including**” means “**including, but not limited to**...e.If a term, covenant, or condition is deemed vague, its interpretation will not be construed against the Party that drafted it. Unless otherwise stated, a reference to “**days**” means calendar days. The counting of days includes weekends and all state and national holidays. If a notice is to be delivered is one that requires the counting of days, such counting will begin on the first calendar day following the day that the notice was received, refused, or deemed to have been delivered under the terms of this Franchise Agreement. Unless otherwise stated, the last day of any counted period will end at 5:00 pm local time of our then-current headquarters.

18.10 Survival of Provisions and Independent Covenant

- a. Any provisions that by its terms extend beyond the Transfer, expiration, or earlier termination of this Franchise Agreement will continue in full force and effect after and notwithstanding the Transfer, expiration, or earlier termination of this Franchise Agreement.

b. The Parties further agree that each covenant of this Franchise Agreement will be construed to be independent of any other covenant or provision of this Agreement.

18.11 Force Majeure

Except for monetary obligations that are due regardless of this Section's language, and unless otherwise specifically provided in this Franchise Agreement, Force Majeure will apply.

18.12 Guaranty

If you take ownership of the franchise other than as a natural person at any time during a Term, you, your spouse, and all equity owners must sign the Guaranty, which is attached as Exhibit 7. The Guarantors are bound by all covenants of this Franchise Agreement, including all covenants in Articles 6 and 15.

18.13 Acknowledgement

BEFORE SIGNING THIS FRANCHISE AGREEMENT, YOU SHOULD READ IT CAREFULLY WITH THE ASSISTANCE OF PROFESSIONAL COUNSEL OF YOUR CHOICE. YOU ACKNOWLEDGE THAT

a. THE SUCCESS OF THE BUSINESS VENTURE CONTEMPLATED HEREIN INVOLVES SUBSTANTIAL RISKS AND DEPENDS UPON YOUR ABILITY AS AN INDEPENDENT BUSINESS PERSON AND ITS ACTIVE PARTICIPATION IN THE DAILY AFFAIRS OF THE BUSINESS, AND

b. NO ASSURANCE OR WARRANTY, EXPRESS OR IMPLIED, HAS BEEN GIVEN AS TO THE POTENTIAL SUCCESS OF SUCH BUSINESS VENTURE OR THE EARNINGS LIKELY TO BE ACHIEVED, AND

c. NO STATEMENT, REPRESENTATION, OR OTHER ACT, EVENT, OR COMMUNICATION, OTHER THAN IS SET FORTH IN THIS FRANCHISE AGREEMENT AND IN THE FRANCHISE DISCLOSURE DOCUMENT IS BINDING ON US.

d. YOU UNDERSTAND THAT IF YOU ARE NOT ABLE TO OPERATE THE BUSINESS PROFITABLY, YOU COULD LOSE PART OR ALL OF YOUR INVESTMENT, PLUS ANY ADDITIONAL FUNDS THAT YOU CONTRIBUTE TO THE BUSINESS.

18.14 Recitals, State Specific Amendment, Closing Acknowledgement, and Signatures

a. The Recitals are made part of this Franchise Agreement.

b. In some cases, the state in which you are located requires that this Franchise Agreement be amended. Please see Exhibit 6 to learn if there is an amendment that affects your state.

c. This Franchise Agreement may be signed in any number of counterparts, all of which taken together are one original document. Signatures may be done electronically or manually. Facsimile or electronically signed or delivered documents are as effective as an original.

DONE AS OF THE EFFECTIVE DATE

FRANCHISOR

FRANCHISEE

**RINGSIDE DEVELOPMENT COMPANY dba
Bio-One Colorado, Inc**

By: _____
President

date: _____

By: _____
Print Name: _____
Its: _____
Address: _____

Telephone: _____

Email _____

Date: _____

IF FRANCHISEE IS/ARE INDIVIDUALS

Signature _____

Name: _____

Address: _____

City: _____

State: _____

Zip: _____

Telephone No: _____

Date: _____

Signature: _____

Name: _____

Address: _____

City: _____

State: _____

Zip: _____

Tele. _____

Date: _____

EXHIBIT 1
INITIAL FRANCHISE FEE AND STATEMENT OF OWNERSHIP

INITIAL FRANCHISE FEE AND STATEMENT OF OWNERSHIP

Franchisee: _____

Trade Name (if different from above): _____

The Initial Franchise Fee (IFF) is: \$60,000.00

Form of Ownership (Check One)

_____ Individual _____ Partnership _____ Corporation _____ limited liability
business entity

If you are a partnership, provide the name and address of each partner showing the percentage owned, whether active in management, and indicate the state in which the partnership was formed.

If you are a limited liability business entity, provide the name and address of each equity-interest holder, Member, and Manager, showing percentage owned, and indicate the state in which the limited liability business entity was formed.

If you are a corporation, provide the state and date of incorporation, each officer and directors names and addresses, and list every shareholders names and addresses, showing what percentage of stock is owned by each.

Franchisee acknowledges that this Statement of Ownership applies to the Business authorized under this Franchise Agreement.

Use additional sheets if necessary. All changes to the above information must be reported to the Franchisor in writing.

DONE AS OF THE EFFECTIVE DATE

FRANCHISOR

**RINGSIDE DEVELOPMENT COMPANY dba
Bio-One Colorado, Inc**

By: _____
President
date: _____

FRANCHISEE

By: _____
Print Name: _____
Date: _____

IF FRANCHISEE IS/ARE INDIVIDUALS

Signature: _____
Print Name: _____
Date: _____

Signature: _____
Print Name: _____
Date: _____

EXHIBIT 2
FRANCHISED LOCATION and FRANCHISE TERRITORY

FRANCHISED LOCATION – PROTECTED MARKETING TERRITORY

The business address (Franchised Location) for any notices mailed under the Franchise Agreement is:

_____.

The Franchise's Protected Marketing Territory shall encompass the following:

DONE AS OF THE EFFECTIVE DATE

FRANCHISOR

FRANCHISEE

**RINGSIDE DEVELOPMENT COMPANY dba
Bio-One Colorado, Inc**

By: _____
President
date: _____

By: _____
Print Name: _____
Date: _____

IF FRANCHISEE IS/ARE INDIVIDUALS

Signature _____
Print Name: _____
Date: _____

Signature: _____
Print Name: _____
Date: _____

STANDARD LEASE RIDER

This Standard Lease Rider (this “Rider”) is made and entered into on _____ by and among _____ (the “Landlord”), _____ (the “Tenant”), and Ringside Development Company d/b/a Bio-One, (“Bio-One”).

RECITALS

- A. This Rider supplements and forms part of the attached Lease Agreement between Landlord and Tenant dated _____ (the “Lease”) for the premises located at _____ (the “Premises”) to be used by the Tenant as a Bio-One business.
- B. This Rider is entered into in connection with Bio-One’s approval of the location of the Premises as a “Bio-One” business and the grant of a franchise to the Tenant pursuant to a Franchise Agreement dated _____ (the “Franchise Agreement”).
- C. As a condition to BIO-ONE granting a franchise to a franchisee, BIO-ONE requires certain provisions to be contained in the leases entered into by its franchisees, and to evidence Landlord and Tenant’s agreement to these terms, the parties hereby enter into this Rider.

THE PARTIES HEREBY AGREE:

1. **BIO-ONE’S NOTICE AND CURE RIGHTS** Concurrently with giving any Notice of Default to Tenant, Landlord also agrees to send a copy of such Notice to BIO-ONE. In the event Tenant fails to cure any default within the time required in the Lease, Landlord shall promptly give written notice to BIO-ONE specifying the nature of Tenant’s defaults and granting BIO-ONE an additional thirty (30) days from the date BIO-ONE receives such notice to exercise its right, in BIO-ONE’s sole discretion, to either (a) accept an assignment of the Lease upon the same terms (including all renewals) as apply to this Rider; or (b) assign the Lease to an authorized franchisee of BIO-ONE (provided that such franchisee shall be required to execute any such documentation as required by Landlord).
2. **ASSIGNMENT OF LEASE** Notwithstanding anything in the Lease to the contrary, Landlord agrees that the Lease and the right, title and interest (including all renewal rights) of the Tenant and any subsequent or successor Tenant thereunder, may be assigned to BIO-ONE or its parents, subsidiaries or affiliates (BIO-ONE, its parents, subsidiaries or affiliates are collectively referred to as “BIO-ONE Entities”), or to an authorized franchisee of BIO-ONE (provided that such franchisee shall be required to execute any such documentation as required by the Landlord). In the event of an assignment to an BIO-ONE entity, BIO-ONE shall at all times have the right to reassign the Lease, without charge and without Landlord’s consent being required to an authorized franchisee of BIO-ONE (provided that such franchisee shall be required to execute any such documentation as required by the Landlord) and Bio-One shall thereupon be released from any further liability under the Lease. The Tenant shall be and remain liable to the Landlord for all of its obligations under the Lease, notwithstanding any assignment of the Lease to BIO-ONE or to an authorized franchisee.
3. **USE CLAUSE** Tenant shall only use the Premises for the purpose of operating a “Bio-One” facility that engages in the services authorized in the Franchise Agreement. Landlord agrees that throughout the term of the Lease, including any renewals and extensions and provided Tenant has not experienced any condition of default of the Lease, Landlord shall not permit directly or indirectly, another similar facility to be operated in the surrounding premises owned by Landlord, if any. In the event Landlord breaches such covenant, then Tenant shall be entitled to an immediate reduction of its Rent to One Dollar (\$1.00) per month until such time as this breach is cured if possible or for the remainder of the Lease Term and any renewals if such breach cannot be cured.
4. **SIGNAGE** Tenant has the right to install the customary and usual display signs of Bio-One on the building façade as detailed in the signage criteria of the Lease, subject to Landlord’s approval which shall not be unreasonably withheld, and subject to applicable government ordinances and restrictive covenants and the shopping center signage criteria attached as an exhibit to the Lease. All signage requires Landlord’s prior review and approval before fabrication and installation. Tenant shall be permitted to display signs and promotional items on the inside of the Premises consistent with BIO-ONE’s national standards.
5. **PARKING.** Landlord shall provide adequate parking to serve the Premises in accordance with applicable local ordinances and required parking ratios.
6. **NOTICES.** Landlord agrees to return a fully executed original Lease and this Rider within ten (10) days of execution to BIO-ONE. All notices pursuant to this Rider shall be in writing and shall be personally delivered, sent

by registered mail or reputable overnight delivery service or by other means which afford the sender evidence of delivery or rejected delivery to the address as any party to this Rider may, by written notice, instruct that notices be given.

7. BY EXECUTING THIS RIDER TO LEASE, BIO-ONE DOES NOT ASSUME ANY LIABILITY WITH RESPECT TO THE PREMISES OR ANY OBLIGATION AS TENANT UNDER THE LEASE UNLESS AND UNTIL BIO-ONE EXPRESSLY, AND IN A SEPARATE WRITING, AGREES TO ASSUME SUCH LIABILITY AND/OR OBLIGATION AS DESCRIBED ABOVE.

Landlord	Tenant	Bio-One
By: _____	By: _____	By: _____
Name: _____	Name: _____	Name: _____
Title: _____	Title: _____	Title: _____



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EXHIBIT 3
RELEASE FOR CRIMINAL AND CREDIT CHECK

CREDIT AND CRIMINAL BACKGROUND CHECK RELEASE FORM

I understand that an initial and ongoing credit and criminal background check is a condition of being considered a franchise candidate (and franchisee) of Ringside Development Company d/b/a Bio-One Colorado, Inc. (RDC).

I consent to RDC obtaining my criminal conviction history from any law enforcement agency, criminal background service provider, municipality, state, or the FBI. I understand that RDC will obtain this information when I apply to become a franchisee and during the Term of my franchise agreement. The criminal history record, as received from the reporting entity, may include, but not be limited to, arrest and conviction data, plea bargains, deferred adjudication, as well as social security verification. It may also include information regarding driving history. I understand that I will have a limited opportunity to review the criminal history, and a process is available for clarification if I dispute the record as received.

I further consent to RDC obtaining my credit history from all three credit reporting agencies. I understand that RDC will obtain this information when I apply to become a franchisee and during the Term of my franchise agreement.

I release and agree to indemnify RDC and its officers, directors, employees, and agents harmless from and against all liability, expense (including court cost and attorneys' fees), and claims for damage of any nature whatsoever resulting from the investigation of my background in connection with my application to become, and ongoing performance as a franchisee.

I certify that the information provided in this form is true and complete. I understand that false or misleading information given in my application to purchase a franchise, any subsequent written documents, any interview(s), any other documents given to RDC, or on this form will render my application void and will result in my not being able to purchase a franchise or may result in the termination of my franchise. I authorize you to make a criminal background investigation and other such investigations as are necessary for arriving at the decision to permit me to purchase a franchise or to retain my rights as a franchisee.

I further understand and agree that should any criminal or credit background checks be done during the Term of the franchise agreement, disclose any material change in my status, the same may result in the termination of my franchise.

Initials

Notwithstanding the foregoing, any misuse by Franchisor of any information obtained during such background check that results in damage or injury to the below-signed shall permit the below-signed such rights as may be available.

RDC will keep this form on file for the Term of my franchise agreement and a period of two years following its termination for any reason.

DATE: _____

PRINTED NAME: _____
FIRST MIDDLE LAST

SIGNATURE: _____

DATE OF BIRTH: _____

SOCIAL SECURITY NO.: _____

ADDRESS: _____

DRIVER'S LICENSE STATE AND NO.: _____

GENDER: _____

EXHIBIT 4
GENERAL RELEASE

GENERAL RELEASE

This General Release (Release) is made on the date that it is signed by all Parties (Effective Date) between Ringside Development Company d/b/a Bio One Colorado, Inc, an Arizona corporation authorized to do business in Colorado (hereinafter "Franchisor"), _____ (hereinafter "Franchisee"), and _____ (hereinafter "Guarantor"). Franchisor, Franchisee, and Guarantor may sometimes be referred to as a "Party" or jointly as the "Parties." Any capitalized term not defined here will have the meaning outlined in the Franchise Agreement.

RECITALS

Franchisor and Franchisee entered into that certain franchise agreement dated _____ (Franchise Agreement), and Guarantor guaranteed the performance of the Franchisee under the Franchise Agreement.

Franchisee desires take some action (or make some amendment) to the Franchise Agreement, or desires for the Franchisor to take any action for which a General Release is called for in the Franchise Agreement or is required by Franchisor as part of such action and as a material inducement to the Franchisor approving the same, you have agreed to provide this Release.

NOW, THEREFORE, for and in consideration of the mutual covenants found herein, for that consideration stated below, and for other good and valuable consideration, the adequacy of which is admitted by all parties hereto, it is agreed as follows:

COVENANTS

1. Franchisee, for and on behalf of itself, its officers, directors, shareholders, and employees, and on behalf of any parent corporation or subsidiary, business entity, successor, assignee, and their officers, directors, shareholders, and employees, (Franchisee Parties) and Guarantor for themselves and for and on behalf of its family members and in consideration of Franchisor granting Franchisee the right to do the following; _____; and for other good and valuable consideration, all of which is deemed to be adequate by all Parties hereto, do each (personally, jointly and severally) from the beginning of time to the Effective Date of this Release, release, indemnify, and forever forgive and discharge Franchisor and Franchisor's officers, directors, shareholders, agents and employees (Franchisor Parties), from any and all: equitable or legal claims; claims sounding in federal law or state statute; causes of action; complaints; direct, indirect, punitive or consequential damages; judgments; business losses; awards; injury, or any other right or action (separately and together a "Claim" or the "Claims") which relate in any way to: (i) the manner and method by which Franchisor delivered the FDD to Franchisee, and Guarantor (ii) the content, or lack of content of the FDD (as such content may have been required by any applicable state or federal law); (iii) the performance or failure of performance of Franchisor or Franchisor Parties in reference to any federal-required or state-required disclosure obligations and requirements; (iv) any oral, written, express or implied promises, statements, disclosures and the like relating in any way to the Franchise Agreement or the franchise relationship between the Franchisor and Franchisor Parties, Franchisee, Guarantor and the Franchisee Parties; (v) the performance or the failure to perform of Franchisor or any Franchisor Party under the Franchise Agreement; (vi) the performance or failure to perform of Franchisor or any Franchisor Party under any other oral or written, express or implied agreement, covenant, or document whether or not found in the Franchise Agreement; and, (vii) any other Claim sounding in equity or law. Notwithstanding the foregoing, nothing in this Release is intended to disclaim any representations made in the Franchise Disclosure Document.

2. Franchisee for itself and on behalf of the Franchisee Parties and Guarantor each agree and expressly states that this Release was made in contemplation of not only known Claims and the consequences thereof but also in contemplation of the possibility that each such Party identified in this paragraph may or will sustain future damages presently unknown to them and which accrued on or before the Effective Date of this Release but which were not asserted until after that date. By executing this Release Franchisee for itself and on behalf of the Franchisee Parties intend to release Franchisor and the Franchisor Parties, jointly and severally from liability for all known, unknown, and unforeseen Claims, losses, expenses, damages, costs, liabilities, business losses, and the consequences thereof.

3. Franchisee for itself and on behalf of the Franchisee Parties assume all risk that the facts and law may be, or may become, different from the facts and law as known to them, or believed to be known by them as of the date of this Release, and each agrees that if the execution of this Release was made based on a mistake (mutual or unilateral) that each will forever waive any right to claim that entering into this Release resulted from a mistake of any kind, thereby waiving all claims based upon the doctrine of mistake.

4. Franchisee for itself and on behalf of the Franchisee Parties and Guarantor deliver this Release with the intent that Franchisor rely upon the same. Should any condition, covenant, or clause herein be considered to be unenforceable, any tribunal of competent jurisdiction shall be permitted to amend the Release to the least extent possible to form an enforceable covenant, or if such amendment cannot be fashioned then to excise the offending clause, covenant, or condition to form an enforceable Release, which shall be binding upon the Parties to the fullest extent permissible.

5. Notwithstanding the terms of this Release, nothing herein relieves any Party of the obligation to maintain the confidentiality of any confidential, trade secret, proprietary, or similar information of any other Party. The terms of this Release are and will remain confidential and will not be disclosed by any Party, except as required by legal process, and except as required to be disclosed in Franchisor's Franchise Disclosure Document.

6. In the event of a dispute concerning this Release, the Parties agree that the alternative dispute resolution provisions of the Franchise Agreement found in Article 16 are incorporated herein by this reference as if fully set forth here, and the same will be the manner by which any such dispute is resolved.

7. If any mandatory provisions of the governing state law limit or prohibit the use of this Release, or which in any manner impose different rights or obligations as are found herein, then such mandatory provisions of state law are incorporated in the Franchise Agreement and this Release by reference and shall prevail over any inconsistent terms in this Release. If no such law exists, or if such law exists but permits the Franchisee to agree to abide by the terms of this Release, or if by accepting the alternative dispute resolution covenants of the Franchise Agreement found in Article 16, the state law is preempted by the federal law applicable to such dispute resolution, then the Franchisee for itself and on behalf of the Franchisee Parties and Guarantor each agree to abide by the terms of this Release. Notwithstanding the preceding, excluded from this release are claims arising from representations in the FDD.

8. Notwithstanding anything herein to the contrary:

a. Release of Unknown Claims and Waiver of California Law. The Franchisee, Franchisee Parties, and Guarantors acknowledge that they are aware and informed that the laws of California may purport to limit or reduce the effect of a general release concerning claims not known or suspected by them at the time of execution of the release, such as Section 1542 of the Civil Code of the State of California which provides that:

"A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release which, if known by him, must have materially affected his or her settlement with the debtor."

Franchisee, Franchisee Parties, and each Guarantor waives and relinquishes every right or benefit which they have, or may have, under Section 1542 of the Civil Code of the State of California and any similar provisions of any other law (as may apply to this Release), to the fullest extent that the Franchisee, Franchisee Parties, and Guarantors, may lawfully waive such right or benefit concerning the subject matter of this Release. In connection with such waiver and relinquishment, concerning the Released Claims, the Franchisee, Franchisee Parties, and Guarantors each acknowledge that they are aware and informed that they may hereafter discover facts in addition to or different from those that they now know or believe to be true concerning the subject matter of this Release, but that it is the Franchisee's, Franchisee Party's, and Guarantor's intention to settle and release fully, finally and forever, all claims, disputes, and differences, known or unknown, suspected or unsuspected, which now exist, may exist or previously existed, and in furtherance of such intention, the release given herein shall be and remain in effect as a full and complete release, notwithstanding the discovery or existence of any such additional or different facts that would have affected the release of all Released Claims. Franchisee and each Franchise Party and Guarantor agree to defend and indemnify Franchisor from all claims arising out of, directly or indirectly, the assertion by Franchisee, each Franchisee Party, and each Guarantor (or any person or entity by, through, or on their behalf) of any Released Claims, positions, defenses, or arguments contrary to this Section 8(a) above.

b. Release of Unknown Claims and Waiver of South Dakota Law. The Franchisee and each Franchisee Party and Guarantor acknowledge that each is aware and informed that the laws of South Dakota may purport to limit or reduce the effect of a general release concerning claims not known or suspected by them at the time of execution of the release, such as South Dakota Codified Laws§ 20-7-11, which provides as follows:

"A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known by him must have materially affected his settlement with the debtor."

Franchisee and each Franchisee Party and Guarantor, waive and relinquish every right or benefit which they have, or may have, under § 20-7-11 of the South Dakota Codified Laws, and any similar provisions of any other law (as may apply to this Release), to the fullest extent that they may lawfully waive such right or benefit concerning the subject matter of this Release. In connection with such waiver and relinquishment and concerning the Released Claims, Franchisee and each Franchisee Party and Guarantor acknowledge that they are aware and informed that they may hereafter discover facts in addition to or different from those that Franchisee and each Franchisee Party and Guarantor now know or believe to be true concerning the subject matter of this Release, but that they intend to settle and release fully, and finally and forever, all Released Claims, disputes and differences, known or unknown, suspected or unsuspected, which now exist, may exist or previously existed, and in furtherance of such intention, the release given herein shall be and remain in effect as a full and complete release, notwithstanding the discovery or existence of any such additional or different facts that would have affected the release of all Released Claims. Franchisee and each Franchisee Party and Guarantor agree to defend and indemnify Franchisor and the Franchisor Affiliates from all Released Claims arising out of, directly or indirectly, the assertion by the Franchisee and the Franchisee Affiliates (or any person or entity by, through, or on behalf of Releasor) of any Released Claims, positions, defenses, or arguments contrary to this Section 1 (b) of this Release.

9. Additional Provisions

a. Each such Party represents that the execution and delivery of this Release is the duly authorized and binding act of such Party.

b. The Recitals are incorporated herein by this reference.

c. This Release shall be interpreted under the laws of the state of Colorado without regard to any conflict of laws provision to the contrary. Enforcement of this Release is to be under the alternative dispute resolution provisions of the Franchise Agreement found at Article 16 as though such Article was incorporated in its entirety herein.

d. Each Party shall fully cooperate with all other Parties concerning the performance of this Release. Each Party will execute, acknowledge, and deliver such further documents that may reasonably be required to perform this Release effectively and evidence the release of all obligations and liabilities of the Parties as more fully stated herein.

e. This Release may be executed in one or more counterparts, each of which will be deemed to be an original, but all of which together will constitute the same instrument, without the necessity of production of the others. An executed signature page delivered via facsimile transmission or electronic signature shall be deemed as effective as an original executed signature page.

DONE AS OF THE EFFECTIVE DATE

FRANCHISOR

FRANCHISEE

**RINGSIDE DEVELOPMENT COMPANY dba
Bio-One Colorado, Inc**

By: _____
President
date: _____

By: _____
Print Name: _____
Date: _____

IF FRANCHISEE IS/ARE INDIVIDUALS

Signature: _____
Print Name: _____
Date: _____

Signature: _____
Print Name: _____
Date: _____

GUARANTORS

Signature: _____
Print Name: _____

Signature: _____
Print Name: _____

Date: _____

Date: _____

EXHIBIT 5
COLLATERAL ASSIGNMENT OF CONTACT AND ELECTRONIC INFORMATION

COLLATERAL ASSIGNMENT OF CONTACT AND ELECTRONIC INFORMATION

This Collateral Assignment of Contact and Electronic Information (Agreement) is made on the date that it is signed by all Parties (Effective Date) between Ringside Development Company d/b/a Bio-One Colorado, Inc. (Franchisor) and _____ (Franchisee). Any capitalized term not defined here will have the meaning given it in the Franchise Agreement.

RECITALS

On _____, Franchisor and Franchisee executed a “**Franchise Agreement**” pursuant to the terms of which Franchisee obtained a franchise from Franchisor to operate a Business at the Franchised Location. As part of the Franchise Agreement, the Franchisee agreed that upon the Transfer, expiration, or termination of the Franchise Agreement, Franchisor would have the right, title, and interest in and to all contact and electronic information relating to the Franchisee’s Business;

NOW THEREFORE, for and in consideration of the covenants found in the Franchise Agreement and for other good and valuable consideration the adequacy of which is admitted by all parties hereto, it is agreed as follows:

COVENANTS

1. Franchisee acknowledges that, as between Franchisor, the public, and any other Person, the Franchisor has the sole rights to and interest in all telephone, telecopy or facsimile machine numbers, directory listings, domains, URL’s web page identifiers, blogs, vlogs, email addresses, social network addresses or profiles (including Twitter, Facebook, Google My Business, Instagram, etc.) and any other collateral, profiles, online presences, or other listings, that are associated with any Mark and Franchisee assigns to Franchisor all of Franchisee’s right, title, and interest to the same.

2. Should Franchisee fail to assign voluntarily all right, title and interest to Franchisor, Franchisee authorizes Franchisor to, and hereby appoints Franchisor and any of its officers, as Franchisee’s attorney-in-fact, coupled with an interest, to direct the telephone company, all telephone directory publishers, any electronic transfer agent, any URL or webpage host, and any other electronic business, company, transfer agent, host, webmaster, and the like to transfer to the Franchisor all telephone, facsimile machine numbers, and directory listings, and all electronic listings, web pages, social network pages or identities (including Twitter and Facebook), URL’s, blogs, vlogs, email addresses and the like that relate to the Franchised Business, to assign the same to Franchisor. Any party identified above may accept this direction under this Agreement as conclusive of Franchisor’s exclusive rights in and to such information, site, URL, electronic media, telephone numbers, directory listings, and the like and Franchisor’s authority to direct their transfer. If your state requires you to sign a separate agreement or agree to specific language as part of a grant of a power of attorney, you will sign such agreement or agree to such specific language as though it was incorporated into this Agreement at the time of execution.

3. This Agreement is only effective at such time as the Franchise Agreement is terminated for any reason, and then only if the Franchisee fails or refuses to make the necessary assignments as contemplated by this Agreement.

4. The Recitals are incorporated into this Agreement by this reference.

FRANCHISOR

FRANCHISEE

**RINGSIDE DEVELOPMENT COMPANY dba
Bio-One Colorado, Inc**

By: _____
President
date: _____

By: _____
Print Name: _____
Date: _____

IF FRANCHISEE IS/ARE INDIVIDUALS

Signature _____
Print Name: _____

Signature: _____
Print Name: _____

Date: _____

Date: _____

EXHIBIT 7
GUARANTY

GUARANTY OF FRANCHISEE'S OBLIGATIONS

This Guaranty of Franchisee's Obligations (Guaranty) is entered into as of the date that the Parties sign below (Effective Date) between Ringside Development Company d/b/a Bio-One Colorado, Inc., (Franchisor), and _____ (Franchisee) and _____, whose address is _____ and _____, whose address is _____ (herein jointly and severally known as Guarantor(s)). Any capitalized term not defined here will have the meaning given it in the Franchise Agreement.

RECITALS

Franchisee signed a franchise agreement with Franchisor on _____ [Date] (Franchise Agreement). As an inducement to the Franchisor for granting Franchisee rights under the Franchise Agreement, the Guarantor(s) agreed to guarantee the payment and performance of Franchisee under the Franchise Agreement;

NOW, THEREFORE, for and in consideration of the mutual covenants found herein and for other good and valuable consideration, which consideration is deemed to be adequate by all parties, each of the undersigned personally and unconditionally agrees to the following:

COVENANTS

1. Guarantor(s) guarantee to Franchisor and its successors and assigns, for the Term of the Franchise Agreement, including any amendments or renewals, that the Franchisee shall timely pay any amount required by the Franchise Agreement and shall perform every undertaking, agreement, and covenant under the Franchise Agreement and any addenda or Exhibits attached as each may be amended or renewed.

2. Guarantor(s) further agrees to be personally bound by every Term of the Franchise Agreement, as amended or renewed, and agrees to be personally liable for the breach of, and, if permitted, the cure of every breach of any term, covenant, or condition of the Franchise Agreement. Guarantor(s) agree that this Guaranty is one of payment and performance and not one of just collection.

3. By signing this Guaranty, each Guarantor further agrees that each shall also be subject to all restrictive covenants in the Franchise Agreement, including all covenants of Article 6, any in-term or post-term covenants not to compete, found at Article 15, and all indemnification provisions of the Franchise Agreement.

4. As part of the inducement given to Franchisor by the Guarantor(s) to permit the Franchisee to enter into the Franchise Agreement, the Guarantor(s) further agree to waive the following,

- a. acceptance and notice of acceptance of the undertaking;
- b. notice of demand for payment of any indebtedness or notice of any nonperformance of any obligations guaranteed;
- c. protest and notice of default concerning the indebtedness or nonperformance of any obligations guaranteed;
- d. any right Guarantor may have to require that any action be first brought against Franchisee or any other person or entity as a condition of liability; and
- e. all other notices and legal or equitable defenses to which Guarantor may be entitled.

5. Guarantor(s) further consent and agrees that:

- a. Guarantor is directly and immediately liable under this Guaranty, and if signed by more than one Person, such liability is joint and several;
- b. Guarantor(s) shall render any payment or performance required under the Franchise Agreement upon demand of Franchisor if Franchisee fails or refuses punctually to do so;

c. Guarantor(s) performance shall not be contingent or conditioned upon the pursuit of any remedies against Franchisee or any other person;

d. Guarantor(s) liability shall not be diminished, relieved, or otherwise affected by an extension of time, credit, or another indulgence, including, without limitation, the acceptance of any partial payment or performance, or the compromise or release of any claims which Franchisor may from time to time grant to Franchisee or any other person, none of which shall in any way modify or amend this Guaranty, which shall be continuing and irrevocable during the Term of the Franchise Agreement, including renewals thereof;

e. this Guaranty will be continuing and irrevocable during the Term of the Franchise Agreement, including renewals thereof; and,

f. Franchisor's rights under this Guaranty will not be exhausted by any action of Franchisor until all of the terms, covenants, and conditions of the Franchise Agreement have been met.

6. Guarantor waives all of the following, whether created or imposed by or under statute, common law or otherwise:

a. any right to require Franchisor to proceed against Franchisee or any other person or any security now or hereafter held by Franchisor or to pursue any other remedy whatsoever;

b. any defense based upon any legal disability of Franchisee or any Guarantor, or any discharge or limitation of the liability of Franchisee or any Guarantor to Franchisor, or any restraint or stay applicable to actions against Franchisee or any other Guarantor, whether such disability, discharge, limitation, restraint or stay is consensual, or by order of a court or other governmental authority, or arising by operation of law or any liquidation, reorganization, receivership, bankruptcy, insolvency or debtor-relief proceeding, or from any other cause;

c. all setoffs, counterclaims, presentment, demand, protest, or notice of any kind, except for any notice which may be expressly required by the provisions of this Guaranty.

d. any defense based upon the modification, renewal, extension, or other alteration of the obligations under the Franchise Agreement, or of the documents executed in connection the Franchise Agreement;

e. any defense based upon the negligence of Franchisor, including, without limitation, the failure to file a claim in any bankruptcy of the Franchisee or any guarantor;

f. all rights of subrogation, reimbursement, and indemnity;

g. any defense based upon or related to Guarantor's lack of knowledge as to Franchisee's financial condition;

h. all rights to revoke this Guaranty in whole or in part;

i. any defense based upon any action taken or omitted by Franchisor in any bankruptcy or other insolvency proceeding involving Franchisee; and,

j. all rights and defenses arising out of an election of Franchisor's remedies, even though that election of remedies impairs or destroys Guarantor's right of subrogation or reimbursement against Franchisee.

7. Guarantor agrees to pay upon Franchisor's demand, Franchisor's reasonable out-of-pocket costs and expenses, including but not limited to attorneys' fees, costs, and disbursements, incurred to collect or enforce any of the terms, covenants, or conditions of the Franchise Agreement, or this Guaranty, regardless whether any lawsuit is filed.

8. Guarantor, and each of the persons or entities executing this Guaranty as Guarantor individually makes the following representations and warranties, which are deemed to be continuing representations and warranties until payment and performance in full of terms, covenants, and conditions of the Franchise Agreement:

a. Guarantor has all the requisite power and authority to execute, deliver, and be legally bound by this Guaranty on the terms and conditions herein stated;

b. this Guaranty constitutes the legal, valid, and binding obligations of Guarantor enforceable against Guarantor under its terms;

c. the execution and delivery of this Guaranty and the consummation of the transaction contemplated will not, with or without notice or lapse of time, (i) constitute a breach of any of the terms and provisions of any note, contract, document, agreement, or undertaking, whether written or oral, to which Guarantor is a party or to which Guarantor's property is subject; (ii) accelerate or constitute any event entitling the holder of any indebtedness of Guarantor to accelerate the maturity of any such indebtedness; (iii) conflict with or result in a breach of any writ, order, injunction or decree against Guarantor of any court or governmental agency or instrumentality; or (iv) conflict with or be prohibited by any federal, state, local or other governmental law, statute, rule or regulation;

d. No consent of any other person is required in connection with the valid execution, delivery, or performance by Guarantor of this Guaranty; and,

e. this Guaranty and any other statement furnished by Guarantor to Franchisor contain no untrue statements of a material fact or omits to state a material fact necessary to make the statements contained herein or therein true and not misleading.

9. Each Guarantor understands and agrees that each is bound by the Dispute Resolution covenants of the Franchise Agreement found at Article 16, which are incorporated herein by this reference as if fully set forth here.

10. The Recitals are incorporated herein by this reference.

DONE AS OF THE EFFECTIVE DATE

FRANCHISOR

FRANCHISEE

**RINGSIDE DEVELOPMENT COMPANY dba
Bio-One Colorado, Inc**

By: _____
President
date: _____

By: _____
Print Name: _____
Date: _____

IF FRANCHISEE IS/ARE INDIVIDUALS

Signature _____
Print Name: _____
Date: _____

Signature: _____
Print Name: _____
Date: _____

SPOUSAL ACKNOWLEDGMENT AND ACCEPTANCE

EXHIBIT C

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EXHIBIT D

**CURRENT FRANCHISEES AND
FRANCHISEES THAT HAVE LEFT THE SYSTEM**

Current Franchisees*

* = Franchisee has signed agreement but as of 12/31/2025 not yet opened for business

Owner	Address	City	State / Province	Phone Number
Jake Snavelly	4800 Whitesburg Dr #30-282,, Huntsville, AL 35802	Huntsville	AL	(256) 677-6111
Angela Wilson/Mick Varoskovic	500 N Estrella Pkwy Ste B2-409, Goodyear, AZ 85338	Goodyear	AZ	(602) 538-4355
David Anderson	7814 S Expedition Dr., Tucson, AZ 85747	Tucson	AZ	(920) 428-0816
David Anderson And Jessica Almaklani	7814 S Expedition Dr., Tucson, AZ 85747	Tucson	AZ	(920) 428-0816
Jason Falk	140 E Stetson Ave #575, Hemet, CA 92543	Hemet	CA	(951) 502-7470
Armand Amoranto	4225 Oceanside Blvd H311, Oceanside, CA 92056	Oceanside	CA	(760) 429-0729
Armond Amorato	4225 Oceanside Blvd H311, Oceanside, CA 92056	Oceanside	CA	(760) 429-0729
Cory Flores	1439 W Chapman Ave #159, Orange, CA 92868	Orange	CA	(714) 397-8375
Seth Ramey	2121 Natomas Crossing Dr. Ste 200-421, Sacramento, CA 95834	Sacramento	CA	(530) 520-4772
Diego Neuburger	160 Bay street, San Francisco, CA 94133	San Francisco	CA	(415) 971-6064
Hector Mlhanga	19425 Soledad Canyon Rd. #405 Canyon Country, CA 91351	Canyon Country	CA	N/A
Brandy Frye	2216 Oak Haven Simi Valley, CA 93063	Simi Valley	CA	(805) 794-1833
Dale Palmer	605 Stetson Hills Blvd #180, Colorado Springs, CO 80923	Colorado Springs	CO	(719) 421-1121
Daniel & Angela Paffe	11711 Baca Rd, Conifer, CO 80433	Conifer	CO	(843) 800-5453
Matt & Krista Gregg	303 S Broadway Ste 200-482, Denver, CO 80209	Denver	CO	(720) 365-2393
Gregg & Cheryl Chiasson	9457 S. University Blvd., Suite 516, Highlands Ranch, CO 80126	Highlands Ranch	CO	(303) 946-8834
Elizabeth Lipp	1166 Centennial Dr, Loveland, CO 80538-	Loveland	CO	(303) 518-6284
Tony Holloman/Torrie Holloman	1411 H St. NE, Washington, DC 20002	Washington	DC	(202) 699-2333
Ryan Lowe	4142 Ogletown-Stanton Rd #458, Newark, DE 19713	Newark	DE	(302) 893-3595
Keith Clark	1314 E Las Olas Blvd #734, Fort Lauderdale, FL 33301	Fort Lauderdale	FL	(954) 303-1669
Ginger & Jamie Akemon	731 Duval StationRoad Ste 107-510, Jacksonville, FL 32218	Jacksonville	FL	(904) 778-5125
Robert Riley	5337 N. Socrum Loop Rd., Suite 317, Lakeland, FL 33809	Lakeland	FL	(863) 258-7944
David Gaul	7113 Timber Ridge Way, Land O Lakes, FL 34637	Land O Lakes	FL	(941) 812-2363
Logan Davis	255 S Orange Ave, Suite 104 #1574, Orlando, FL 32801	Orlando	FL	(407) 600-1534

Benoise & Angela Franklin	31 Deep Woods Way, Ormund Beach, FL 32174	Ormund Beach	FL	(626) 255-7180
Mark Romera And Lordell Wilson	2205 Oak Cliff Court, Valrico, FL 33596	Valrico	FL	N/A
Gary & Armelle Maxey	5710 Ogeechee Rd #200-321, Savannah, GA 31405	Savannah	GA	(812) 755-1221
Lenny Jackson	2801 Washington Rd Suite 107#367 Augusta, GA 30909	Augusta	GA	(706) 305-5029
Isaac Gallatin	801 N 15th St, Indianola, IA 50125	Indianola	IA	N/A
Michael Morris	4668 E Cotton Cove Ln, Rigby, ID 83442	Rigby	ID	(208) 515-9083
Brian & Lynn Martin	4740 N Cumberland Ave #105, Chicago, IL 60656	Chicago	IL	(773) 951-4262
Tj Medema And Monty Childs	21200 S. LaGrange Rd Ste #232, Frankfort, IL 60423	Frankfort	IL	(312) 203-5410
Joe White	1252 Willow Glen Dr., Metamora, IL 61548	Metamora	IL	(309) 397-7118
Bill/Dawn Muir	2863 W. 95th St., Suite 143-213, Naperville, IL 60564	Naperville	IL	(708) 476-4763
Richard Weinblatt	1158 Baltustrol Run, Avon, IN 46123	Avon	IN	(317) 435-1611
Kellen Dooley	921 E Dupont Road #892, Fort Wayne, IN 46825	Fort Wayne	IN	(260) 450-7547
Juan Pablo & Roxana Jimenez	5351 E Thompson Rd #255, Indianapolis, IN 46237	Indianapolis	IN	(317) 499-0614
Megan Ridge And Brittani Burton	200 N Meridian St., Jasonville, IN 47438	Jasonville	IN	(812) 798-6952
Patricia Smith	4621 Outer Loop #341, Louisville, KY 40219	Louisville	KY	(502) 572-0930
Kurtis Stackpole	241 Hayward Street, Braintree, MA 02184	Braintree	MA	(781) 917-4356
Bruce Ballard	836 N Main St, Raynham, MA 02767	Raynham	MA	(774) 501-3464
Mike Belanger	7 Wendell St., Shrewsbury, MA 01545	Shrewsbury	MA	(774) 535-3613
Lucas Murray	405 Western Ave #425, South Portland, MA 04106	South Portland	MA	(207) 653-2339
Chris Meadows	13013 Wallich Way, Germantown, MD 20874	Germantown	MD	(301) 321-7396
Christopher Meadows	13013 Wallich Way, Germantown, MD 20874	Germantown	MD	(301) 321-7396
Michael And Matthew Inzeo	6812 Green Crescent Court, Greenbelt, MD 20770	Greenbelt	MD	(301) 356-7832
Victoria White	418 Brian Garth, Havre De Grace, MD 21078	Havre De Grace	MD	(202) 270-5662
Uduak & Kayode Ogunsikan	10111 Cedar Lane, Kensington, MD 20895	Kensington	MD	(240) 586-2988
Nina And Cindy Thompson	2336 CROSSLANES WAY, ODENTON, MD 21113	ODENTON	MD	(301) 706-2456
Ivan And Yolanda Carrera	18302 Wickham Rd, Olney, MD 20832	Olney	MD	(301) 728-9673
Leo Ndelle	1520 Orlando Road, Parkville, MD 21234	Parkville	MD	(443) 846-2323

Chris & Carole Davis	35560 Grand River Ave #235, Farmington Hills, MI 48335	Farmington Hills	MI	(248) 880-7869
Michael & Linda Loesch	13055 Roverdale Drive NW Suite 500 #218, Coon Rapids, MN 55448	Coon Rapids	MN	(612) 806-5834
Megan & Amanda Boccardi	2101 West Broadway Ste 103 235, Columbia, MO 65203	Columbia	MO	(573) 424-2742
John & Jen Symons	13000 S Tryon Street Suite F-232, Charlotte, NC 28278	Charlotte	NC	(704) 726-5905
Lisa & Shea Simms	593 Old Camp Rd, Denton, NC 27239	Denton	NC	(980) 333-8010
Jason Widen	3724 National Drive Suite 212, Raleigh, NC 27612	Raleigh	NC	(919) 800-9435
Brandon Harris	10 Louise Ave, Thomasville, NC 27360	Thomasville	NC	(336) 689-7754
Nadine Black/Anthony Coleman	380 Knollwood St, Suite H 239, Winston-Salem, NC 27103	Winston-Salem	NC	(336) 830-1336
Ryan Zollner	11 Lakeside Dr, Boonton, NJ 07005	Boonton	NJ	(412) 334-0938
Mark Bonanni	1977 N Olden Ave Unit #555, Ewing, NJ 08618	Ewing	NJ	(856) 725-6099
Victor & Courtney Russomanno	57 South Main Street #338, Neptune City, NJ 07753	Neptune City	NJ	(848) 456-0747
James Herold	10040 W. Cheyenne Ave #170-77, Las Vegas, NV 89129	Las Vegas	NV	(702) 403-4242
Kevin Kitchen	1100 Jefferson Road Ste 12-125, Rochester, NY 14623	Rochester	NY	(585) 575-0793
Babs & Cuyler Costanzo	3867 W Market Street #226, Akron, OH 44333	Akron	OH	(330) 888-5665
Devin Drambarean	2906 Turpin Lake Place, Cincinnati, OH 45244	Cincinnati	OH	(513) 299-8807
Tim Lockard	3000 East Main St. #151, Columbus, OH 43209	Columbus	OH	(614) 743-1795
Jonathan Schaffer	707 Miamisburg-Centerville Rd #245, Dayton, OH 45459	Dayton	OH	(937) 286-0165
Ralph & Candy Trenary	2608 W Kenosha Suite 502, Broken Arrow, OK 74012	Broken Arrow	OK	(918) 932-6085
Marty And Michel Mayfield	202 N Mustang Rd Suite 12, Mustang, OK 73064	Mustang	OK	(405) 816-5744
Phill Kirton	8630 SW Scholls Ferry Road #244,, Beaverton, OR 97008	Beaverton	OR	(503) 277-8763
Erik Groomer	2717 Stark Street Eugene, OR 97404	Eugene	OR	N/A
Rhianna Rodgers	2728 Ben franklin Hwy, Ebensburg, PA 15931	Ebensburg	PA	(814) 242-0053
Tom Gervasio	64 E Uwchlan Ave #208, Exton, PA 19341	Exton	PA	(484) 995-3949
Jeff & Carin Kuhn	6059 Allentown Blvd# 901, Harrisburg, PA 17112	Harrisburg	PA	(717) 507-7806
Robert Petit-Clair	37 East Ridge Street,, Lansford, PA 18232	Lansford	PA	(484) 464-3556
James Mcarthur	58 Snyder Ave., Suite 37118, Philadelphia, PA 19148	Philadelphia	PA	(267) 258-3583
Nick Phelps	4885-A McKnightRd #185, Pittsburgh, PA 15237	Pittsburgh	PA	(412) 414-3101

Kris Elliott	1670 Springdale Drive, Unit 9 #137, Camden, SC 29020	Camden	SC	(803) 669-7089
Rob Obryant	114 Lemon Tree Trail, Laurens, SC 29360	Laurens	SC	(864) 871-7990
Lonnie & Linda Strong	3825 Hagen Court, Rapid City, SD 57702	Rapid City	SD	(605) 858-8404
Michael Kishigian	2288 Gunbarrel Road Ste 154-270, Chattanooga, TN 37421	Chattanooga	TN	(423) 902-9858
Tim Ballard	1779 Kirby Parkway #1-544, Memphis, TN 38138	Memphis	TN	(901) 474-9510
Stephanie & Max Hix	5543 Edmondson Pike Suite #189, Nashville, TN 37211	Nashville	TN	(615) 970-1573
Brandon Hammond	1629 Antoinette Drive, Corpus Christi, TX 78428	Corpus Christi	TX	(210) 621-4140
John And Joe Zapata	213 Argonaut Dr apt 40, El Paso, TX 79912	El Paso	TX	(915) 526-1499
Juan Acuna	6245 Rufe Snow Drive Suite 280-32, Fort Worth, TX 76148	Fort Worth	TX	(469) 677-6300
Berenice Pond	216 Clearwood Dr, Ft. Worth, TX 76107	Ft. Worth	TX	(817) 988-9200
Scott And Ryland Lepage	69 Living Water Ranch Rd, Harper, TX 78631	Harper	TX	(830) 307-4974
Michael Fulweber	1127 Eldridge Parkway Suite 300-366, Houston, TX 77077	Houston	TX	(713) 591-1522
Thomas Polcyn	16720 Stuebner Airline Unit#149, Spring, TX 77379	Spring	TX	(346) 831-7405
Eric And Bill Norton	10 Ridgewood Dr, Trophy Club, TX 76262	Trophy Club	TX	(801) 550-8242
Antonio And Fernando Canas	32607 FARM TO MARKET ROAD 2978 Magnolia, TX 77354	Magnolia	TX	(281) 790-4458
Jackson Cozzen	5409 W Copper Needle Way, South Jordan, UT 84009	South Jordan	UT	(801) 649-7132
Marc Garber	12220 Chattanooga Plaza, Midlothian, VA 23112	Midlothian	VA	(804) 300-3892
Tim Bruhn	9521 124th Ave, Anderson Island, WA 98303	Anderson Island	WA	(360) 348-3732
Shahid "Sean" Qayyum	12403 17th Ave SE, Everett, WA 98208	Everett	WA	(360) 301-7771
Tim Budz	101 S Military Ave #134, Green Bay, WI 54303	Green Bay	WI	(920) 228-2461
David Levin & Angela Welbes	4230 East Town Blvd #374, Madison, WI 53704	Madison	WI	(608) 609-5802
Andrew & Viktoriya Gonzales	2108A Silvernail Rd #174, Pewaukee, WI 53072	Pewaukee	WI	(414) 418-2521
Kasey Preston	782 S. RIVER ROAD #201 ST. GEORGE, UT, 84790	St. George	UT	N/A

Franchisees Who Have Left the System in 2025

Owner	Address	Phone Number
Jim Wurts	86 Allen Place, Staten Island, NY 10312	(212) 203-7124
Travis Nichols	5627 Telegraph Ave #217,, Oakland, CA 94609	(510) 274-1548
Daniel Avila	8301 Lakeview Parkway Suite 111-304, Rowlett, TX 75088	(469) 975-9492
Michele Obrien/Becca Phillips	6300 Powers Ferry Rd NW, Ste 600-187, Atlanta, GA 30339	(470) 556-2330
Joseph Collins	3921 Alton Road Suite 262, Miami Beach, FL 33140	(786) 245-3460
Jason Madsen	591 Telegraph Canyon #653, Chula Vista, CA 91910	(619) 892-1744
James Ian Johnson	6285 E Spring Street #521, Long Beach, CA 90808	(562) 235-7182
Matthew Hill	554 Boston Post Road #341, Orange, CT 06477	(203) 577-8242
Oscar Prado	516 Dixie Highway #223, West Palm Beach, FL 33401	(561) 531-9589
Latrice Gonzalez	1585 62nd Street Unit 99414, Emeryville, CA 94662	(209) 271-2912
Desmond Tai	2050 GATEWAY PLACE SUITE 100-198 San Jose, CA 95110	(408) 309-3866
Kevin Jameson	2995 Bresso Dr, Livermore, CA 94550	(925) 667-6212
Tara Flaishans	1531 W Parnell Dr, Phoenix, AZ 85085	(602) 502-9147
Kory Tharp	2435 Heather Hill Ln, Plano, TX 75075	(940) 367-8732
Tom Luongo And Kunle Basmile	330 innes road, Wood ridge, NJ 07075	(201) 245-7257
Jace And Daleigh Mayfeild	1006 Benedict St, Caldwell, TX 77836	(979) 540-8807

EXHIBIT E

**TRADEMARK-SPECIFIC FRANCHISEE ASSOCIATIONS AND
INDEPENDENT FRANCHISEE ASSOCIATIONS**

NONE

EXHIBIT F

**STATE ADDENDA TO THE FRANCHISE DISCLOSURE DOCUMENT
AND TO THE FRANCHISE AGREEMENT**

STATE OF CALIFORNIA

The registration of this franchise offering by the California Department of Financial Protection and Innovation does not constitute approval, recommendation, or endorsement by the commissioner.

Section 31125 of the Franchise Investment Law requires us to give you a disclosure document approved by the Department of Financial Protection and Innovation before we ask you to consider a material modification of your Franchise Agreement.

THE CALIFORNIA FRANCHISE INVESTMENT LAW REQUIRES THAT A COPY OF ALL PROPOSED AGREEMENTS RELATING TO THE SALE OF THE FRANCHISE BE DELIVERED TOGETHER WITH THE DISCLOSURE DOCUMENT

ITEM 1 is amended to provide the following:

In California, you must obtain a Trauma Scene Waste Management Practitioner (TSW) permit from the California Department of Health. This requires the filing of a form and fee. See generally, <https://www.cdph.ca.gov/Programs/CEH/DRSEM/Pages/EMB/MedicalWaste/Trauma-Scene.aspx>, which is the page from the California Department of Public Health that describes this procedure.

ITEM 2 is amended to provide the following:

The franchisor, any person or franchise broker listed in Item 2 of the disclosure document are not subject to any currently effective order of any national securities association or national securities exchange, as defined in the Securities Exchange Act of 1934, 15 U.S.C.A. 78a et seq., suspending or expelling such persons from membership in such association or exchange.

ITEM 3 is amended to state the following:

The franchisor, any person or franchise broker in Item 2 of the UFDD is not subject to any currently effective order of any national securities association or national securities exchange, as defined by the Securities Exchange Act of 1934, 15 U.S.C.A. 78a et seq., suspending or expelling such persons from membership in such association or exchange.

ITEM 4 is amended to state the following:

No person previously identified in Item 2 of this Disclosure Document has been involved as a debtor in proceedings under the U.S. Bankruptcy Code.

ITEM 5 is amended to state the following:

We will refrain from collecting the IFF or any other fees from you until we have delivered all of our pre-opening services (Item 11) and you are open for business. At that time, we will collect all pre-opening fees that are due to us.

ITEM 12 is amended to state that we reserve the right to establish alternative channels of distribution without compensation to the franchisee.

ITEM 17 of the Disclosure document is amended to add the following:

The California Business and Professions Code Sections 20000 through 20043 provide rights to the franchisee concerning termination, transfer, or non-renewal of a franchise if the Franchise Agreement contains a provision that is inconsistent with the law, the law will control.

Franchise Agreement:

The Franchise Agreement is amended to delete Section 18.1(b) and Section 18.13(b).

The Franchise Agreement is further amended to add the following provision:

“No statement, questionnaire, or acknowledgement signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.”

The Franchise Agreement provides for termination upon bankruptcy. This provision may not be enforceable under federal bankruptcy law (11 U.S.C.A., Sec. 101 et seq.)

The Franchise Agreement requires Franchisee to sign a general release as a condition of transfer. This general release excludes claims arising under California law and will exclude any claims arising from representations in the FDD.

The Franchise Agreement contains a covenant not to compete, which extends beyond the term of the agreement. This provision might not be enforceable under California law.

The Franchise Agreement requires litigation to be conducted by arbitration held in Denver, Colorado. This provision might not be enforceable for any cause of action arising under California law.

The Franchise Agreement requires the application of the laws of the state of Colorado. This provision might not be enforceable under California law.

The Franchise Agreement may contain a liquidated damages clause. Under California Civil Code Section 1671, certain liquidated damages clauses are unenforceable.

You must sign a general release of claims if you renew or transfer your franchise. California Corporations Code 31512 voids a waiver of your rights under the Franchise Investment Law (California Corporations Code Sections 31000 through 31516).

Business and Professions Code Section 20010 voids a waiver of your rights under the Franchise Relations Act (Business and Professional Code Sections 2000 through 20043).

The Franchise Agreement requires binding arbitration. The arbitration will occur no further than 15 miles from our then-current headquarters that now is Springville, Utah, with the costs being borne by the prevailing party. Prospective franchisees are encouraged to consult legal counsel to determine the applicability of California and federal laws (such as Business and Professions Code Section 20040.5, Code of Civil Procedure Section 1281, and the Federal Arbitration Act) to any provisions of the Franchise Agreement restricting venue to a forum outside the State of California.

The franchise agreement contains provisions shortening the statute of limitations to bring claims and requiring you to waive your right to punitive or exemplary damages against the franchisor, limiting your recovery to actual damages for any claims related to your franchise. Under California Corporations Code section 31512, these provisions are not enforceable in California for any claims you may have under the California Franchise Investment Law.

The following URL address is for the franchisor's website:

www.BioOneInc.com

OUR WEBSITE HAS NOT BEEN REVIEWED OR APPROVED BY THE CALIFORNIA DEPARTMENT OF FINANCIAL PROTECTION AND INNOVATION. ANY COMPLAINTS CONCERNING THE CONTENT OF THIS WEBSITE MAY BE DIRECTED TO THE CALIFORNIA DEPARTMENT OF FINANCIAL PROTECTION AND INNOVATION AT www.dfpi.ca.gov.

STATE OF ILLINOIS

The Franchise Disclosure Document is amended as follows:

Illinois law shall apply to and govern the Franchise Agreement.

In conformance with Section 4 of the Illinois Franchise Disclosure Act, any provision in a franchise agreement that designates jurisdiction and venue in a forum outside of the State of Illinois is void. However, a franchise agreement may provide for arbitration to take place outside of Illinois.

Franchisees' rights upon Termination and Non-Renewal are set forth in sections 19 and 20 of the Illinois Franchise Disclosure Act.

In conformance with section 41 of the Illinois Franchise Disclosure Act, any condition, stipulation, or provision purporting to bind any person acquiring any franchise to waive compliance with the Illinois Franchise Disclosure Act or **any other law of Illinois** is void.

Payment of the Initial Franchise/Development Fees will be deferred until Franchisor has met its initial obligations to franchisee and franchisee has commenced doing business. The financial assurance requirement was imposed by the Office of the Attorney General due to Franchisor's financial condition.

The Franchisor reserves the right to service your customer complaints. You must reimburse the Franchisor for all costs it incurs in resolving complaints, along with a Client Service Fee, which can be increased at any time without limitation.

No statement, questionnaire or acknowledgement signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on behalf of the Franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

STATE OF INDIANA

1. ITEM 8 of the Disclosure Document is amended to add the following:

Under Indiana Code Section 23-2-2.7-1(4), the franchisor will not obtain money, goods, services, or any other benefit from any other person with whom the franchisee does business, on account of, or in relation to, the transaction between the franchisee and the other person, other than for compensation for services rendered by the franchisor unless the benefit is promptly accounted for and transmitted by the franchisee.

2. ITEMS 6 and 9 of the Disclosure Document are amended to add the following:

The franchisee will not be required to indemnify franchisor for any liability imposed upon franchisor due to franchisee's reliance upon or use of procedures or products required by franchisor, if the franchisee utilized such procedures or products in the manner required by franchisor.

3. ITEM 17 of the Disclosure Document is amended to add the following:

Indiana Code 23-2-2.7-1(7) makes unlawful unilateral termination of a franchise unless there is a material violation of the Franchise Agreement, and termination is not in bad faith.

Indiana Code 23-2-2.7-1(5) prohibits a prospective general release of claims subject to the Indiana Deceptive Franchise Practices Law.

ITEM 17(r) is amended subject to Indiana Code 23-2-2.7-1(9) to provide that the post-term non-competition covenant shall have a geographical limitation of the territory granted to franchisee.

ITEM 17(u) is amended to provide that arbitration between a franchisee and franchisor will be conducted in Indiana or a site mutually agreed upon.

ITEM 17(v) is amended to provide that franchisees will be permitted to commence litigation in Indiana for any cause of action under Indiana Law.

ITEM 17(w) is amended to provide that in the event of a conflict of law, Indiana Law governs any cause of action which arises under the Indiana Disclosure Law or the Indiana Deceptive Franchise Practices Act.

STATE OF MARYLAND

The Franchise Disclosure Document is amended to add the following:

Item 5 and the Franchise Agreement are amended to state: **Based upon the franchisor's financial condition, the Maryland Securities Commissioner has required a financial assurance. Therefore, all initial fees and payments owed by franchisees shall be deferred until the franchisor completes its pre-opening obligations under the franchise agreement.**

In Item 17 and the Franchise Agreement requires you to sign a general release. The general release required as a condition of renewal, termination, or transfer shall not apply to any liability under the Maryland Franchise Registration and Disclosure Law.

In Item 17 and the Franchise Agreement, we require you to arbitrate in Colorado using Colorado law. This is amended to provide that a franchisee may bring a lawsuit in Maryland for claims arising under the Maryland Franchise Registration and Disclosure Law.

Item 17 and the Franchise Agreement provides for termination upon bankruptcy. This provision may not be enforceable under federal bankruptcy law (11 U.S.C. § 101, et seq.).

Item 17 is amended to state: “Any claims arising under the Maryland Franchise Registration and Disclosure Law must be brought within 3 years after the grant of the franchise.

The Closing Acknowledgment that is attached to the Franchise Agreement is amended to state: “All representations requiring prospective franchisees to assent to a release, estoppel or waiver of liability are not intended to nor shall they act as a release, estoppel or waiver of any liability incurred under the Maryland Franchise Registration and Disclosure Law.”

In Item 17 and the Franchise Agreement requires you to sign a general release. The general release required as a condition of renewal, termination, or transfer will not apply to any liability under the Maryland Franchise Registration and Disclosure Law.

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

In connection with the preceding paragraph, the Franchise Agreement is amended so as to delete Section 1.6, 18.1, 18.4, and 18.13 with respect to all Maryland Franchisees signing this agreement.

STATE OF MINNESOTA

The following Minnesota-specific language must be included in an exhibit attached to the Franchise Disclosure Document and also to the franchise agreements:

- Minnesota Statutes, Section 80C.21 and Minnesota Rules 2860.4400(J) prohibit the franchisor from requiring litigation to be conducted outside Minnesota, requiring waiver of a jury trial, or requiring the franchisee to consent to liquidated damages, termination penalties, or judgment notes. In addition, nothing in the Franchise Disclosure Document or agreement(s) can abrogate or reduce (1) any of the franchisee's rights as provided for in Minnesota Statutes, Chapter 80C or (2) franchisee's rights to any procedure, forum, or remedies provided for by the laws of the jurisdiction.
- With respect to franchises governed by Minnesota law, the franchisor will comply with Minnesota Statutes, Section 80C.14, Subd. 3-5, which require (except in certain specified cases) (1) that a franchisee be given 90 days notice of termination (with 60 days to cure) and 180 days notice for non-renewal of the franchise agreement and (2) that consent to the transfer of the franchise will not be unreasonably withheld.
- The franchisor will protect the franchisee's rights to use the trademarks, service marks, trade names, logotypes, or other commercial symbols or indemnify the franchisee from any loss, costs, or expenses arising out of any claim, suit, or demand regarding the use of the name.
- Minnesota considers it unfair not to protect the franchisee's right to use the trademarks. Refer to Minnesota Statutes, Section 80C.12, Subd. 1(g).
- Minnesota Rules 2860.4400(D) prohibits a franchisor from requiring a franchisee to assent to a general release.
- The franchisee cannot consent to the franchisor obtaining injunctive relief. The franchisor may seek injunctive relief. See Minn. Rules 2860.4400J. Also, a court will determine if a bond is required.
- The Limitations of Claims section must comply with Minnesota Statutes, Section 80C.17, Subd. 5. 3.
- No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.
- **THESE FRANCHISES HAVE BEEN REGISTERED UNDER THE MINNESOTA FRANCHISE ACT. REGISTRATION DOES NOT CONSTITUTE APPROVAL, RECOMMENDATION OR ENDORSEMENT BY THE COMMISSIONER OF COMMERCE OF MINNESOTA OR A FINDING BY THE COMMISSIONER THAT THE INFORMATION PROVIDED HEREIN IS TRUE, COMPLETE AND NOT MISLEADING.**
- **THE MINNESOTA FRANCHISE ACT MAKES IT UNLAWFUL TO OFFER OR SELL ANY FRANCHISE IN THIS STATE WHICH IS SUBJECT TO REGISTRATION WITHOUT FIRST PROVIDING TO THE PROSPECTIVE FRANCHISEE, AT LEAST 7 DAYS PRIOR TO THE EXECUTION BY THE PROSPECTIVE FRANCHISEE OF ANY BINDING FRANCHISE OR OTHER AGREEMENT, OR AT LEAST 7 DAYS PRIOR TO THE PAYMENT OF ANY CONSIDERATION, BY THE FRANCHISEE, WHICHEVER OCCURS FIRST, A COPY OF THIS PUBLIC OFFERING STATEMENT, TOGETHER WITH A COPY OF ALL PROPOSED AGREEMENTS RELATING TO THE FRANCHISE. THIS PUBLIC OFFERING STATEMENT CONTAINS A SUMMARY ONLY OF CERTAIN MATERIAL PROVISIONS OF THE FRANCHISE AGREEMENT. THE CONTRACT OR AGREEMENT SHOULD BE REFERRED TO FOR AN UNDERSTANDING OF ALL RIGHTS AND OBLIGATIONS OF BOTH THE FRANCHISOR AND THE FRANCHISEE.**

STATE OF NEW YORK

1. The following information is added to the cover page of the Franchise Disclosure Document:

INFORMATION COMPARING FRANCHISORS IS AVAILABLE. CALL THE STATE ADMINISTRATORS LISTED IN EXHIBIT A OR YOUR PUBLIC LIBRARY FOR SOURCES OF INFORMATION. REGISTRATION OF THIS FRANCHISE BY NEW YORK STATE DOES NOT MEAN THAT NEW YORK STATE RECOMMENDS IT OR HAS VERIFIED THE INFORMATION IN THIS FRANCHISE DISCLOSURE DOCUMENT. IF YOU LEARN THAT ANYTHING IN THE FRANCHISE DISCLOSURE DOCUMENT IS UNTRUE, CONTACT THE FEDERAL TRADE COMMISSION AND NEW YORK STATE DEPARTMENT OF LAW, INVESTOR PROTECTION BUREAU, 28 LIBERTY STREET, 21st FLOOR, NEW YORK, NEW YORK 10005. THE FRANCHISOR MAY, IF IT CHOOSES, NEGOTIATE WITH YOU ABOUT ITEMS COVERED IN THE FRANCHISE DISCLOSURE DOCUMENT. HOWEVER, THE FRANCHISOR CANNOT USE THE NEGOTIATING PROCESS TO PREVAIL UPON A PROSPECTIVE FRANCHISEE TO ACCEPT TERMS WHICH ARE LESS FAVORABLE THAN THOSE SET FORTH IN THIS FRANCHISE DISCLOSURE DOCUMENT.

RISK FACTOR number 5 from the cover page is deleted.

The following additional RISK FACTOR is added to the cover page of the Franchise Disclosure Document:

SEE ITEM 6. THERE ARE SEVERAL FEES THAT STATE 'THERE IS NO LIMIT TO THE AMOUNT OF AN INCREASE IN THIS FEE OR THE NUMBER OF TIMES IT MAY BE INCREASED. IN ADDITION, YOU MUST MAKE MINIMUM ROYALTY, ADVERTISING, AND OTHER PAYMENTS, REGARDLESS OF YOUR SALES LEVELS. YOUR INABILITY TO MAKE THE PAYMENTS MAY RESULT IN TERMINATION OF YOUR FRANCHISE AND LOSS OF YOUR INVESTMENT.

2. The following is added at the end of Item 3:

Except as provided above, with regard to the franchisor, its predecessor, a person identified in Item 2, or an affiliate offering franchises under the franchisor's principal trademark:

A. No such party has an administrative, criminal or civil action pending against that person alleging, a felony, a violation of a franchise, antitrust, or securities law, fraud, embezzlement, fraudulent conversion, misappropriation of property, unfair or deceptive practices, or comparable civil or misdemeanor allegations.

B. No such party has pending actions, other than routine litigation incidental to the business, which is significant in the context of the number of franchisees and the size, nature, or financial condition of the franchise system or its business operations.

C. No such party has been convicted of a felony or pleaded *nolo contendere* to a felony charge or, within the 10 year period immediately preceding the application for registration, has been convicted of or pleaded *nolo contendere* to a misdemeanor charge or has been the subject of a civil action alleging a violation of a franchise, antifraud, or securities law; fraud; embezzlement; fraudulent conversion or misappropriation of property; or unfair or deceptive practices or comparable allegations.

D. No such party is subject to a currently effective injunctive or restrictive order or decree relating to the franchise, or under a Federal, State, or Canadian franchise, securities, antitrust, trade regulation, or trade practice law, resulting from a concluded or pending action or proceeding brought by a public agency; or is subject to any currently effective order of any national securities association or national securities exchange, as defined in the Securities and Exchange Act of 1934, suspending or expelling such person from membership in such association or exchange; or is subject to a currently effective injunctive or restrictive order relating to any other business activity as a result of an action brought by a public agency or department, including, without limitation, actions affecting a license as a real estate broker or sales agent.

3. The following is added to the end of Item 4:

Neither the franchisor, its affiliate, its predecessor, officers, or general partner during the 10-year period immediately before the date of the offering circular: (a) filed as the debtor (or had filed against it) a petition to start an action under the U.S. Bankruptcy Code; (b) obtained a discharge of its debts under the bankruptcy code;

or (c) was a principal officer of a company or a general partner in a partnership that either filed as a debtor (or had filed against it) a petition to start an action under the U.S. Bankruptcy Code or that obtained a discharge of its debts under the U.S. Bankruptcy Code during or within one year after that officer or general partner of the franchisor held this position in the company or partnership.

4. The following is added to the end of the “Summary” sections of Item 17(c), titled “**Requirements for franchisee to renew or extend,**” and Item 17(m), entitled “**Conditions for franchisor approval of transfer**”:

However, to the extent required by applicable law, all rights you enjoy and any causes of action arising in your favor from the provisions of Article 33 of the General Business Law of the State of New York and the regulations issued thereunder shall remain in force; it being the intent of this proviso that the non-waiver provisions of General Business Law Sections 687.4 and 687.5 be satisfied.

5. The following language replaces the “Summary” section of Item 17(d), titled “**Termination by franchisee**”:

You may terminate the agreement on any grounds available by law.

6. The following is added to the end of the “Summary” sections of Item 17(v), titled “**Choice of forum,**” and Item 17(w), titled “**Choice of law**”:

The foregoing choice of law should not be considered a waiver of any right conferred upon the franchisor or upon the franchisee by Article 33 of the General Business Law of the State of New York.

State of North Dakota

FDD Items 17(c), (i), and (r):

Covenants not to compete such as these are generally considered unenforceable in the State of North Dakota. The covenant not to compete as set forth in Section 10 of the Franchise Agreement is deleted.

FDD Items 17(u), (v) and (w), and Section 10 and 16 of the Franchise Agreement:

Item 17(u) of the Disclosure Document and Sections 10 and 16 of the Franchise Agreement are amended to provide that the site of arbitration or mediation be agreeable to all parties and may not be unreasonably remote from the franchisee's place of business.

Item 17(v) of the Disclosure Document and Sections 10 and 16 of the Franchise Agreement provide that franchisees must consent to the jurisdiction of courts in Colorado. In each instance where such a provision occurs in the disclosure document or any franchise agreement used in North Dakota, the word "Colorado" is deleted and replaced with "North Dakota".

Item 17(w) of the Disclosure Document and Sections 10 and 16 of the Franchise Agreement provides that the agreement shall be construed according to the laws of the State of Colorado, and that the franchisee waive the right to trial by jury and waive exemplary damages. In each instance where such a provision occurs in the disclosure document or any franchise agreement used in North Dakota, the same is deleted.

Franchise Agreement Section 16 requires the franchisee to consent to a limitation period for claims to be filed within one year. For each franchise agreement used in North Dakota, such requirement shall be deleted, and the limitation period shall be the statute of limitations which ordinarily applies to such claims in the State of North Dakota.

Franchise Agreement Section 15 contains certain covenants restricting competition; however, such covenants are generally considered unenforceable in the State of North Dakota.

Item 17(c) of the Disclosure Document and Section 4 of the Franchise Agreement require the franchisee to sign a general release upon renewal of the franchise agreement. The Commissioner has determined this to be unfair, unjust, and inequitable within the intent of Section 51-19-09 of the North Dakota Franchise Investment Law. As such, each instance including such requirement is deleted for agreements used in North Dakota.

Item 17(i) of the Disclosure Document and Section 10 of the Franchise Agreement require the franchisee to consent to termination or liquidated damages. The Commissioner has determined this to be unfair, unjust, and inequitable within the intent of Section 51-19-09 of the North Dakota Franchise Investment Law. As such, each instance including such requirement is deleted for agreements used in North Dakota.

STATE OF RHODE ISLAND

In recognition of the requirements of the Rhode Island Franchise Investment Act §§ 19-28.1-1 through 19-28.1-34, the Franchise Disclosure Document for Ringside Development Company d/b/a Bio-One Colorado, Inc., for use in Rhode Island is amended as follows:

Section 19-28.1-14 of the Rhode Island Franchise Investment Act provides that: “A provision in a franchise agreement restricting jurisdiction or venue to a forum outside this state or requiring the application of the laws of another state is void with respect to a claim otherwise enforceable under this Act.”

STATE OF VIRGINIA

In recognition of the restrictions contained in Section 13.1-564 of the Virginia Retail Franchising Act, the Franchise Disclosure Document for Ringside Development Company, for use in the Commonwealth of Virginia shall be amended as follows:

ADDITIONAL DISCLOSURES

The State Cover Page is amended to include the following **RISK FACTORS**

3. THE FRANCHISOR AND FRANCHISEE EACH AGREE THAT HE, SHE, OR IT WILL BE LIMITED TO BRINGING ANY ACTION AGAINST THE OTHER WITHIN 1 YEAR OF THE DATE THAT THE FACTS WHICH GIVE RISE TO THE CLAIM WERE DISCOVERED, OR 1 YEAR FROM THE DATE THAT SUCH FACTS REASONABLY SHOULD HAVE BEEN DISCOVERED.

4. IF FRANCHISEE OBTAINS FINANCING FROM THE FRANCHISOR, THE FRANCHISEE'S SPOUSE MAY BE REQUIRED TO SIGN A PERSONAL GUARANTY MAKING SUCH SPOUSE JOINTLY AND SEVERALLY LIABLE FOR THE OBLIGATIONS WHICH ALSO PLACES THE SPOUSES PERSONAL ASSETS AT RISK. YOU MAY WANT TO CONSIDER THIS WHEN MAKING A DECISION TO PURCHASE THIS FRANCHISE OPPORTUNITY.

5. WE BOTH AGREE TO WAIVE THE RIGHT TO A JURY TRIAL AND TO BE AWARDED EXEMPLARY, PUNITIVE, OR CONSEQUENTIAL DAMAGES.

6. **THERE MAY BE OTHER RISKS CONCERNING THIS FRANCHISE.**

Item 3 is amended to say:

No person previously identified in Item 2 of this Disclosure Document has been involved as a debtor in proceedings under the U.S. Bankruptcy Code.

Item 5 is amended to say:

Franchisor agrees that it will defer collection of the initial fees until Franchisor has delivered all of its pre-opening services to Franchisee and Franchisee is open for business. At that time, the initial fees will be due.

The following statements are added to Item 17.h:

Pursuant to Section 13.1-564 of the Virginia Retail Franchising Act, it is unlawful for a franchisor to cancel a franchise without reasonable cause. If any grounds for default or termination stated in the Franchise Agreement does not constitute "reasonable cause," as that term may be defined in the Virginia Retail Franchising Act or the laws of Virginia, that provision may not be enforceable.

STATE OF WASHINGTON

The Franchise Disclosure Document and the Franchise Agreement are amended as follows:

The following **RISK FACTOR** is added to the **Special Risks to Consider About *This* Franchise** page:

Use of Franchise Brokers. The franchisor may use the services of franchise brokers to assist it in selling franchises. A franchise broker represents the franchisor and is paid a fee for referring prospects to the franchisor and/or selling the franchise. Do not rely only on the information provided by a franchise broker about a franchise. Do your own investigation by contacting the franchisor's current and former franchisees to ask them about their experience with the franchisor.

Item 8 of the Disclosure Document is amended to provide that any markups charged on revenue from purchases that franchisee is required to buy from an affiliate or us are fair and reasonable in compliance with RCW 19.100.180(2)(d).

Item 17 of the Disclosure Document is amended to add the following:

a. In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, Chapter 19.100 RCW, will prevail.

b. RCW 19.100.180 may supersede the franchise agreement in your relationship with the franchisor, including the areas of termination and renewal of your franchise. There may also be court decisions that may supersede the franchise agreement in your relationship with the franchisor, including the areas of termination and renewal of your franchise.

c. In any arbitration or mediation involving a franchise purchased in Washington, the arbitration or mediation site will be either in the state of Washington, or in a place mutually agreed upon at the time of the arbitration or mediation, or as determined by the arbitrator or mediator at the time of arbitration or mediation. In addition, if litigation is not precluded by the franchise agreement, a franchisee may bring an action or proceeding arising out of or in connection with the sale of franchises, or a violation of the Washington Franchise Investment Protection Act, in Washington.

d. A release or waiver of rights executed by a franchisee may not include rights under the Washington Franchise Investment Protection Act or any rule or order thereunder except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel. Provisions such as those which unreasonably restrict or limit the statute of limitations period for claims under the Act, or rights or remedies under the Act, such as a right to a jury trial, may not be enforceable.

e. Transfer fees are collectible to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.

f. Pursuant to RCW 49.62.020, a noncompetition covenant is void and unenforceable against an employee, including an employee of a franchisee, unless the employee's earnings from the party seeking enforcement, when annualized, exceed \$100,000 per year (an amount that will be adjusted annually for inflation). In addition, a noncompetition covenant is void and unenforceable against an independent contractor of a franchisee under RCW 49.62.030 unless the independent contractor's earnings from the party seeking enforcement, when annualized, exceed \$250,000 per year (an amount that will be adjusted annually for inflation). As a result, any provisions contained in the franchise agreement or elsewhere that conflict with these limitations are void and unenforceable in Washington.

g. RCW 49.62.060 prohibits a franchisor from restricting, restraining, or prohibiting a franchisee from (i) soliciting or hiring any employee of a franchisee of the same franchisor or (ii) soliciting or hiring any employee of the franchisor. As a result, any such provisions contained in the franchise agreement or elsewhere are void and unenforceable in Washington.

h. Item 5 is amended to provide that in Washington, we will defer collecting the IFF and any other fees that are described in this Article until we have provided you with all of our pre-opening services (Item 11) and you are open for business. At that time, all fees to us will be due.

i.

STATE OF WISCONSIN

The Wisconsin Fair Dealership Law, Chapter 135 of the Wisconsin Statutes, supersedes any provision of the Franchise Agreement if such provision is in conflict with that law. The Franchise Disclosure Document, the Franchise Agreement and the Supplemental Agreements are amended accordingly.

It is agreed that the applicable foregoing state law addendum for the state of _____, if any, supersedes any inconsistent portion of the Franchise Agreement (to which this addendum is attached) of this same date, and of the Franchise Disclosure Document. All terms of the Franchise Agreement, including these State Law Addendum provisions for the relevant state, have been agreed to at the time the Franchise Agreement was signed, to the extent that they are valid requirements of an applicable, effective, and enforceable state law. However, this addendum will have effect only if the Franchise Agreement or our relationship with you satisfies all of the jurisdictional requirements of the relevant state's franchise laws, without considering this addendum.

DATED this __ day of _____, 20__.

RINGSIDE DEVELOPMENT COMPANY _____

("we/us"):

(jointly and severally "you"):

Name: _____ Name: _____

Title: _____ Title: _____

EXHIBIT G
FINANCIAL STATEMENTS

Right Answers, Right Here.



TANNER

Accountants & Advisors

FS PEP HOLDCO, LLC and SUBSIDIARIES

**Consolidated Financial Statements
As of December 31, 2025 and 2024
and For the Years Then Ended**

Together with Independent Auditors' Report



TANNER

Independent Auditors' Report

**To the Board of Managers of
FS PEP Holdco, LLC**

Opinion

We have audited the accompanying consolidated financial statements of FS PEP Holdco, LLC and subsidiaries (collectively, the Company), which comprise the consolidated balance sheets as of December 31, 2025 and 2024, and the related consolidated statements of operations, members' equity, and cash flows for the years then ended, and the related notes to consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of FS PEP Holdco, LLC and subsidiaries as of December 31, 2025 and 2024, and the results of their operations and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Due to the March 2024 acquisition of an entity under common control, CMY Holdco, LLC (Note 2), the historical activity prior to the acquisition of CMY Holdco, LLC and its wholly-owned subsidiary, Card my Yard Franchising, LLC, have been retrospectively combined in the consolidated financial statements of the Company.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Company and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Tanner LLP

April 1, 2026

Consolidated Balance Sheets

As of December 31,

	2025	2024
<u>Assets</u>		
Current assets:		
Cash	\$ 4,539,992	\$ 3,690,691
Accounts receivable, net of an allowance for credit losses of \$441,212 and \$74,296, respectively	9,557,463	6,102,611
Other current receivable	-	820,000
Current portion of contract assets	2,094,653	1,797,429
Prepaid and other current assets	2,703,573	1,803,912
Total current assets	18,895,681	14,214,643
Goodwill, net	49,709,291	52,556,496
Intangible assets, net	42,587,632	45,678,810
Contract assets, net of current portion	13,973,962	13,317,603
Operating lease right-of-use assets	1,411,994	1,603,081
Other assets	3,765,821	2,206,748
Total assets	\$ 130,344,381	\$ 129,577,381
<u>Liabilities and Members' Equity</u>		
Current liabilities:		
Accounts payable	\$ 2,393,312	\$ 1,515,669
Accrued expenses	3,864,563	2,383,578
Current portion of contract liabilities	5,562,715	3,227,336
Current portion of operating lease liabilities	523,286	360,394
Revolving credit facility	-	1,100,000
Current portion of long-term debt, net of debt issuance costs	565,996	206,519
Total current liabilities	12,909,872	8,793,496
Contract liabilities, net of current portion	21,102,341	20,994,540
Operating lease liabilities, net of current portion	1,011,953	1,321,919
Long-term debt, net of current portion and debt issuance costs	50,597,210	46,197,321
Revolving credit facility	1,100,000	-
Deferred income tax liabilities	4,626,115	4,942,067
Total liabilities	91,347,491	82,249,343
Commitments and contingencies (Notes 4, 5 & 6)		
Members' equity	38,996,890	47,328,038
Total liabilities and members' equity	\$ 130,344,381	\$ 129,577,381

See accompanying notes to consolidated financial statements.

Consolidated Statements of Operations

	For the Years Ended December 31,	
	2025	2024
Revenues	\$ 75,322,650	\$ 47,493,372
Cost of revenues	24,352,610	14,071,864
Gross profit	50,970,040	33,421,508
Operating expenses:		
Selling, general, and administrative	40,837,272	28,732,110
Depreciation and amortization	12,794,667	11,953,138
Total operating expenses	53,631,939	40,685,248
Loss from operations	(2,661,899)	(7,263,740)
Other income (expense):		
Interest expense	(5,763,645)	(5,462,474)
Other income (expense)	(176,690)	43,809
Total other expense, net	(5,940,335)	(5,418,665)
Loss before income taxes	(8,602,234)	(12,682,405)
Income tax benefit (provision)	(33,882)	432,399
Net loss	\$ (8,636,116)	\$ (12,250,006)

See accompanying notes to consolidated financial statements.

Consolidated Statements of Members' Equity

For the years ended December 31, 2025 and 2024

	Members' Equity
Balance as of January 1, 2024	\$ 61,292,873
Equity-based compensation	163,300
Member units issued for acquisition (Note 2)	3,000,000
Repurchase of member units	(4,878,129)
Net loss	(12,250,006)
Balance as of December 31, 2024	47,328,038
Equity-based compensation	204,968
Member units issued for acquisition (Note 2)	100,000
Net loss	(8,636,116)
Balance as of December 31, 2025	\$ 38,996,890

Consolidated Statements of Cash Flows

For the Years Ended December 31,

	2025	2024
Cash flows from operating activities:		
Net loss	\$ (8,636,116)	\$ (12,250,006)
Adjustments to reconcile net loss to net cash provided by (used in) operating activities:		
Amortization of goodwill and intangible assets	11,968,566	11,662,770
Depreciation of fixed assets	826,101	290,368
Amortization of deferred financing costs	334,614	255,474
Amortization of operating lease right-of-use assets	432,840	378,441
Equity-based compensation	204,968	163,300
Gain on disposal of fixed assets	-	(2,189)
Credit loss expense	1,045,996	466,027
Decrease (increase) in:		
Accounts receivable	(4,497,955)	(2,952,504)
Contract assets	(953,583)	(2,750,720)
Other assets	(784,749)	516,161
Increase (decrease) in:		
Accounts payable and accrued expenses	2,146,131	480,916
Contract liabilities	1,441,376	4,310,641
Operating lease liabilities	(388,827)	(353,118)
Deferred income taxes	(315,952)	(565,338)
Net cash provided by (used in) operating activities	2,823,410	(349,777)
Cash flows from investing activities:		
Purchase of property and equipment	(1,985,719)	(1,813,949)
Net cash paid for acquisition	(445,892)	(991,946)
Proceeds from acquisition related legal settlement	820,000	4,950,000
Net cash provided by (used in) investing activities	(1,611,611)	2,144,105
Cash flows from financing activities:		
Payment of debt issuance costs	(245,980)	-
Borrowing on line of credit	-	1,100,000
Borrowing on long-term debt	416,915	-
Repayment of long-term debt	(533,433)	(851,000)
Purchase of membership units	-	(648,129)
Net cash used in financing activities	(362,498)	(399,129)
Net change in cash	849,301	1,395,199
Cash at beginning of year	3,690,691	2,295,492
Cash at end of year	\$ 4,539,992	\$ 3,690,691

See accompanying notes to consolidated financial statements.

Consolidated Statements of Cash Flows - Continued

	<i>For the Years Ended December 31,</i>	
	2025	2024
Supplemental disclosure of cash flow information:		
Cash paid for interest	\$ 5,377,981	\$ 5,748,129
Cash paid for income taxes	73,651	644,566
Supplemental disclosure of non-cash investing and financing information:		
Operating lease right-of-use assets and liabilities added through new contracts	\$ 165,441	\$ 489,629
Reduction of member units and related assets due to legal settlement	-	4,230,000

Notes to Consolidated Financial Statements

1. Description of Organization and Summary of Significant Accounting Policies

Organization

FS PEP Holdco, LLC is a holding company established for the purpose of acquiring and operating home services related franchisor companies. Through its franchisor entities located throughout the United States, the Company seeks to establish profitable and sustainable franchise systems that provide franchise partners the tools to profitably operate and own a successful home service business.

Basis of Presentation and Principles of Consolidation

The consolidated financial statements are presented in conformity with accounting principles generally accepted in the United States of America (US GAAP) and include the accounts of FS PEP Holdco, LLC and its wholly owned subsidiaries: Five Star Connect, Inc.; Gotcha Covered Franchising, LLC; Ringside Development Company, and its wholly owned subsidiary Bio-One Atlanta, LLC; Bio-One IP Group, LLC; Ringside Group, LLC; Mosquito Shield Franchise, LLC, and its wholly owned subsidiary MS SEPA, LLC; 1-800-Packouts Holdco, LLC; CMY Holdco, LLC; Five Star Bath, Inc; Five Star Franchising, LLC, and its wholly owned subsidiary Five Star Bath, LLC; and In and Out Floors, LLC.

FS PEP Holdco, LLC was formed on April 9, 2021, and during 2021 began acquiring operating companies. The consolidated financial statements reflect the operations of FS PEP Holdco, LLC and all of its subsidiaries (collectively the Company). All intercompany balances and transactions have been eliminated in consolidation.

Use of Estimates

The preparation of financial statements in conformity with US GAAP requires management to make estimates and assumptions that affect reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Concentrations of Credit Risk

The Company maintains its cash in bank deposit accounts which, at times, exceed federally insured limits. To date, the Company has not experienced a loss or lack of access to its invested cash and cash equivalents; however, no assurance can be provided that access to the Company's invested cash will not be impacted by adverse conditions in the financial markets.

Accounts Receivable

Accounts receivable consists of amounts due on franchisee accounts for various fees including royalties, support fees, branding fees, insurance, training, and expendable equipment. The allowance for credit losses and other reserves are based upon the Company's historical experience with franchisees and considers the age of the receivable and the franchisees' ability to pay. Accounts are written off when determined to be uncollectible and all reasonable efforts to collect the receivable have been exhausted. Accounts receivable does not include any amounts for interest.

The balances in accounts receivable and the allowance for credit losses were as follows as of December 31:

	2025	2024	2023
Accounts receivable	\$ 9,998,675	\$ 6,176,907	\$ 3,671,131
Allowance for credit losses	(441,212)	(74,296)	(105,953)
Accounts receivable, net	\$ 9,557,463	\$ 6,102,611	\$ 3,565,178

Contract Assets

The Company incurs broker and sales commission expenses paid to third parties to obtain franchise agreements with franchisees. The commissions are related to franchise fee revenue and are capitalized as contract assets and recognized over the term of the respective franchise agreement.

Goodwill and Intangible Assets

Goodwill represents the excess purchase price over fair value of net assets acquired that is not allocable to separately identifiable intangible assets. Other identifiable intangible assets primarily consist of trade names and franchise agreements in place. These assets are amortized using the straight-line method over the estimated useful life of the asset acquired.

The Company amortizes goodwill over a period of ten years. The Company evaluates the recoverability of the carrying amount of goodwill at the entity level whenever events or circumstances indicate the carrying amount may not be recoverable. Management has determined there was no impairment as of December 31, 2025 and 2024.

Debt Issuance Costs

The Company defers costs related to issuing debt and amortizes the costs using the effective interest method, to interest expense over the term of the related debt.

Revenue Recognition

The Company primarily derives revenue from royalties, call center services, franchise and license fees, equipment and product sales, and advertising services. Revenue is recognized from these contracts with customers by applying the following steps:

- Identification of the contract, or contracts, with a customer.
- Identification of the performance obligations in a contract.
- Determination of the transaction price.
- Allocation of the transaction price to the performance obligations in the contract.
- Recognition of revenue when, or as, performance obligations are satisfied.

Royalties

The Company sells individual franchises as well as territory agreements (Franchise Agreements) that grant the right to operate a location, using the Company's software and trademarks, generally for a period of five or ten years. The franchisees are equipped with certain equipment and samples and are trained at the Company's facilities. The Franchise Agreements require franchisees to pay continuing fees, or royalties, on a monthly basis based on the terms of the Franchise Agreement. Royalty income is based on either a percentage (generally ranging from 6% to 25%) of franchisee gross sales, minimum monthly payments, or other calculated amounts as defined in the Franchise Agreement and is recognized as the royalties are at the franchisees' point of sale.

Call Center Services

The Company provides certain sales and marketing support services for franchisees, including the operation of a call center for inbound-customer and marketing related calls. The fees associated with the call center are structured as either a fixed monthly fee or a variable fee based on the monthly usage of the call center. Revenue for call center services are recognized during the month that the services are performed.

Franchise Fees

The Franchise Agreements require the franchisee to pay an initial fee to obtain the rights associated with the Franchise Agreements. Initial franchise fee revenue is partially recognized upon substantial completion of the startup services required of the Company. The remainder of the franchise fee revenue is recognized over the term of the Franchise Agreement. All fees collected in advance are deferred until performance obligations are met, and revenue is earned. Deferred amounts are classified as contract liabilities in the accompanying consolidated balance sheets. The balance of contract liabilities was \$26,665,056, \$24,221,876, and \$19,911,235, as of December 31, 2025, 2024, and 2023, respectively.

Franchise sales resulting from leads furnished by independent franchise brokers are subject to a sales commission. The costs of commissions paid to franchise brokers are capitalized and recognized over the same period as the related revenue.

Equipment and Product Sales

Revenue from the sale of equipment and products is recognized when title and risk of loss transfers to the buyer, which is generally upon shipment.

Advertising Services

Under the terms of the Franchise Agreements, the Company may establish national branding funds and charge a fee of up to 3% of the franchisees' gross receipts to pay for marketing costs that benefit multiple franchises and are used to promote the brands. Marketing revenues and expenses are recognized in equal amounts as marketing expenses are incurred. Any amounts collected but unspent at the end of the year are accrued for as a liability on the accompanying consolidated balance sheets until the related expense has been incurred.

Company-owned Franchise Operations

Company-owned franchises provide (i) residential installation services, including shower, bath, and flooring installations, (ii) bio-hazard cleanup and remediation services, and (iii) residential pest control services, including mosquito spraying and abatement.

Residential installation services, including shower, bath, and flooring installations, are typically completed within one to several days depending on the scope of the project. Revenue for these services is recognized at a point in time upon completion of the installation and customer acceptance, as this represents the transfer of control of the promised goods and services.

Bio-hazard cleanup and remediation services are generally short-term in nature and may be completed within a single day or over a limited number of days depending on the scope of the project. Revenue is recognized at a point in time upon completion of services and customer acceptance, as the customer simultaneously receives and consumes the benefits of the services and the Company has a right to payment upon completion.

Residential pest control services, including mosquito spraying and abatement, are typically performed on a recurring or contract basis over a defined service period. Revenue for these services is recognized over time as the services are performed, as the customer simultaneously receives and consumes the benefits of the services. For one-time treatments, revenue is recognized at a point in time upon completion of the service.

Vendor Rebates

The Company receives rebates from certain vendors used by franchisees. Vendor rebate revenue is recognized at the point-in-time the associated sales to vendors are recorded and the rebate is earned.

Other Revenues

Other revenues include fees generated by consulting services, monthly technology access fees and other miscellaneous fees allowable under the terms of the Franchise Agreements. Consulting and other fees are recognized as revenue once the consulting or other services have been performed, these services are short term in nature and provided on a month-to-month basis. Monthly technology access fees are recognized during the month that services are performed.

Amounts recognized as revenue for the different revenue types were as follows for the years ended December 31:

	2025	2024
Royalties	\$ 20,434,288	\$ 16,760,701
Company-owned franchise operations	16,724,007	434,495
Other revenues	9,131,670	6,665,981
Advertising services	8,620,322	8,154,242
Franchise fees	6,875,338	5,798,078
Call center services	5,390,396	3,018,653
Equipment and product sales	4,190,369	3,878,525
Vendor rebates	3,956,260	2,782,697
	<u>\$ 75,322,650</u>	<u>\$ 47,493,372</u>

Contract Liabilities

Contract liabilities represent billings made to or payments received from franchisees for which the related performance obligation has not yet been fulfilled. This primarily consists of franchise fees that have been received but are deferred to be recognized over the term of the franchise agreement. Deposits for conferences, trainings, and services are also deferred until the point at which the service has been provided.

Leases

Management determines if a contract is or contains a lease at inception or modification of a contract. A contract is or contains a lease if the contract conveys the right to control the use of an identified asset for a period in exchange for consideration. Control over the use of the identified asset means the lessee has both (a) the right to obtain substantially all of the economic benefits from the use of the asset and (b) the right to direct the use of the asset. Such assets are classified as ROU assets with a corresponding lease liability.

For all arrangements where it is determined that a lease exists, the related ROU assets and lease liabilities are recorded as either operating or finance leases. At inception or modification, the Company calculates the present value of lease payments using the implicit rate determined from the contract or the Company's incremental borrowing rate applicable to the lease, which is determined by estimating what it would cost the Company to borrow a collateralized amount equal to the total lease payments over the lease term based on the contractual terms of the lease and the location of the leased asset. The present value is adjusted for prepaid lease payments, lease incentives, and initial direct costs. Lease expense is recognized for these leases on a straight-line basis over the expected lease term. Non-lease costs, such as common-area maintenance costs, taxes, and insurance, are not included in the measurement of the ROU assets and lease liabilities. The depreciable life of assets and leasehold improvements are limited by the expected lease term.

Sales Tax

The Company accounts for sales tax on a net basis and excluded from revenues.

Shipping and Handling Costs

The Company classifies freight billed to customers as sales revenue and the related freight costs as cost of sales.

Advertising and Marketing

Advertising and marketing costs included in operating expenses primarily consist of collateral marketing materials and are expensed as incurred. These costs are included in selling, general, and administrative expenses and were \$2,395,606 and \$1,995,154 during the years ended December 31, 2025 and 2024, respectively.

Income Taxes

The Company is a limited liability company under provisions of the Internal Revenue Code and has elected to be treated as a partnership for income tax purposes. As such, the payment and recognition of income taxes are the responsibility of the members of the Company.

The Company files income tax returns in the US federal and state jurisdictions. The Company is generally subject to US federal, state and local income tax examination by tax authorities for a period of three years from the date of filing. The Company is not currently under examination in any jurisdiction in which it operates.

The Company is required to determine whether its tax positions are more likely than not to be sustained upon examination by the applicable taxing authority, based on the technical merits of the position. The tax benefits recognized are measured as the largest amount of benefit that has a greater than 50% likelihood of being realized upon ultimate settlement with the relevant taxing authorities. Based on its analysis, the Company has determined that it has not incurred any liability for unrecognized tax benefits as of December 31, 2025. The Company does not expect that its assessment regarding unrecognized tax benefits will materially change over the next 12 months.

Certain subsidiaries of the Company recognize deferred income tax assets and liabilities for the expected future tax consequences of events that have been included in the subsidiary financial statements or tax returns. Under this method, deferred income tax assets and liabilities are determined based on the difference between financial statement and tax bases of assets and liabilities using estimated tax rates in effect for the year in which the differences are expected to reverse. Deferred tax assets are recognized only if it is more likely than not that the asset will be realized in future years.

Subsequent Events

Management has evaluated events and transactions for potential recognition or disclosure through April 1, 2026, which is the day the consolidated financial statements were available to be issued.

2. Acquisitions of Subsidiary Entities

During the year ended December 31, 2025, the Company entered into the following acquisition agreements:

Phillips & O'Brien, LLC (Bio-One Atlanta, LLC)

On February 14, 2025, the Company entered into a securities purchase agreement to acquire 100% of the equity interest of a franchisee, Phillips & O'Brien, LLC (Bio-One Atlanta, LLC). The securities purchase agreement included a cash payment of \$300,000.

MS SEPA, LLC

On May 13, 2025, the Company entered into a securities purchase agreement to acquire 100% of the equity interest of a franchisee, MS SEPA, LLC. The securities purchase agreement included payment of rollover ownership interest of \$100,000 wherein the former owner was granted an ownership interest in the Company, and a cash payment of \$4,900,000. The agreement also includes contingent consideration of up to \$1,000,000 to be paid if the acquired entity reaches certain system sales metrics in 2025. Management has determined that it is not probable that the metrics will be achieved, and no liability related to the contingent consideration has been recorded in the accompanying consolidated balance sheets.

In and Out Floors, LLC

On September 13, 2025, the Company entered into a securities purchase agreement to acquire 100% of the equity interest of In and Out Floors, LLC. The securities purchase agreement included a cash payment of \$300,000 and a contingent consideration of up to \$1,500,000 in 2026, \$2,200,000 in 2027, and \$2,800,000 in 2028 to be paid if the acquired entity reaches certain system sales metrics over the 36-month period after the year of the acquisition. Management has determined that it is not probable that the metrics will be achieved, and no liability related to the contingent consideration has been recorded in the accompanying consolidated balance sheets.

The purchase consideration for each of the acquisition has been allocated based on the assessment of the fair market values of the acquired assets and liabilities assumed. The excess of the purchase price over the fair value of the net assets gives rise to goodwill.

The following table sets forth the allocation of the purchase consideration to the assets acquired and liabilities assumed:

Consideration:	Bio-One Atlanta	MS SEPA	In and Out Floors
Total consideration	\$ 300,000	\$ 4,739,200	\$ 300,000
Rollover equity	-	100,000	-
Funded debt, net of issuance cost	-	(4,787,250)	-
Prorated expenses	-	77,075	-
Working capital adjustment	-	(240,000)	-
Transaction expenses	-	(37,875)	-
Cash acquired	(2,799)	-	(3,259)
Net cash paid	\$ 297,201	\$ (148,850)	\$ 296,741
Fair value of assets acquired and liabilities assumed:			
Cash	\$ 2,799	\$ -	\$ 3,259
Accounts receivable	2,893	-	-
Other assets	80,600	433,767	-
Operating lease right-of-use asset	-	-	76,312
Goodwill	260,556	5,374,132	-
Territory allocation	-	-	395,495
Contract liabilities	-	(1,001,804)	-
Operating lease liability	-	-	(76,312)
Other liabilities assumed	(46,848)	(66,895)	(98,754)
Total purchase price	\$ 300,000	\$ 4,739,200	\$ 300,000

During the year ended December 31, 2024, the Company entered into the following acquisition agreements:

CMY Holdco, LLC

On March 26, 2024, the Company entered into a contribution and exchange agreement to acquire 100% of the membership interests in CMY Holdco, LLC (CMY) from a common owner wherein the common owner was granted additional ownership interest in the Company. The agreement also includes contingent consideration of up to \$5,605,000 to be paid if CMY reaches certain system sales metrics over the 36 month period after the acquisition. Management has determined that it is not probable that the metrics will be achieved, and no liability related to the contingent consideration has been recorded in the accompanying consolidated balance sheets.

The acquisition of CMY qualified as a commonly controlled transaction which requires retrospective combination of the entities for all periods presented. In accordance with US GAAP, as of January 1, 2023, the beginning balances of assets, liabilities, and members' equity have been adjusted to include the historical cost values of CMY. The Company's consolidated statements of operations for the years ended December 31, 2025 and 2024, include all of CMY's operations as if CMY had been combined as of January 1, 2023.

Five Star Bath, Inc.

On December 13, 2024, the Company entered into a securities purchase agreement to acquire 100% of the shares of a franchisee, Five Star Bath, Inc. The securities purchase agreement included payment of rollover ownership interest of \$3,000,000 wherein the former owner was granted an ownership interest in the Company, and a cash payment of \$1,100,000.

The purchase consideration has been allocated based on the assessment of the fair market values of the acquired assets and liabilities assumed. The excess of the purchase price over the fair value of the net assets gives rise to goodwill.

The following table sets forth the allocation of the purchase consideration to the assets acquired and liabilities assumed:

Total consideration	\$	4,100,000
Rollover equity		(3,000,000)
Cash acquired		(108,054)
Net cash paid	\$	991,946
Cash	\$	108,054
Accounts receivable		50,956
Prepays and other assets		634,944
Operating lease right-of-use asset		219,457
Goodwill		3,354,824
Operating lease liability		(219,457)
Other liabilities assumed		(48,778)
Total purchase price	\$	4,100,000

Legal Settlement

During 2024, the Company entered into a settlement agreement for claims made under the indemnity clause of the purchase agreement for the 2022 acquisition agreement of 1-800 Packouts, LLC (Packouts). The Company claimed they incurred losses due to alleged breaches of franchise-related representations and warranties by the former owner of Packouts and member of the Company. In March 2024, both parties entered into a settlement agreement to resolve these claims. Under the terms of the agreement, the Company received a total settlement of \$10,000,000. The settlement stipulated that the Company would repurchase the former owner's membership interest in the Company in exchange for a reduction of the legal settlement receivable at an agreed value of \$4,230,000. The remaining settlement amount would be received as periodic cash payments. During the year ended December 31, 2025, the Company has received all of the remaining cash payments.

The Company determined that since this settlement was related to the acquisition of Packouts, the settlement of amount would be treated as a reduction in the related purchase price and the acquired assets.

3. Goodwill and Intangible Assets

Goodwill and intangible assets consist of the following as of December 31:

	2025	2024
Goodwill	\$ 86,118,325	\$ 80,483,637
Franchise agreements	30,900,000	30,900,000
Trade name	27,550,000	27,550,000
Territory allocation	395,495	-
Total intangible assets	144,963,820	138,933,637
Less: accumulated amortization	(52,666,897)	(40,698,331)
Intangible assets, net	\$ 92,296,923	\$ 98,235,306

Amortization expense resulting from goodwill and intangible assets was \$11,968,566 and \$11,662,770 for the years ended December 31, 2025 and 2024, respectively.

The future aggregate amounts of amortization expense to be recognized related to definite-lived intangible assets as of December 31, 2025, are as follows:

Years Ending December 31,		
2026	\$	12,258,258
2027		12,258,258
2028		12,258,258
2029		12,258,158
2030		11,897,810
Thereafter		31,366,181
	\$	92,296,923

4. Long-Term Debt and Revolving Credit Facility

In connection with the acquisitions of subsidiary companies in prior years, the Company entered into a financing arrangement with Deerpath Fund Services, LLC (Deerpath) that matures on September 3, 2027. Under the financing arrangement, the Company received an initial term loan with a principal amount of \$28,000,000, to be used for acquisitions which occurred in 2021, as well as amounts available for future transactions as follows: (1) up to an aggregate of \$15,000,000 available as delayed draw term loans, and (2) contingent amounts of up to \$25,000,000 available for future financing to be negotiated, which \$4,900,000 was used for the In and Out Floors acquisition in 2025. The loans bear an interest rate of a 3-month term SOFR plus 4.5% (9.94% as of December 31, 2025). As of December 31, 2025 and 2024, the total amount that has been drawn on the facility were \$53,000,000 and \$48,100,000. The arrangement also provides for a revolving credit facility with available draws up to \$2,000,000, of which the Company had drawn \$1,100,000 as of December 31, 2025.

During 2025, the Company entered into a promissory note with another financial institution that matures on February 3, 2032; interest rate is a fixed rate, 8% as of December 31, 2025. The Company's outstanding debt is secured by substantially all the Company's assets.

As of December 31, 2025, the Company had future maturities of notes payable as follows:

Years Ending December 31,		
2026	\$	565,996
2027		50,801,027
2028		42,267
2029		45,872
2030		49,734
Thereafter		63,336
		<u>51,568,232</u>
Less: debt issuance costs		<u>(405,026)</u>
	\$	<u>51,163,206</u>

Future amortization of debt issuance costs for the Company's notes payable as of December 31, 2025, are as follows:

Years Ending December 31,		
2026	\$	243,015
2027		162,011
	\$	<u>405,026</u>

The notes payable requires the Company to meet certain financial covenants. Management believes the Company was in compliance with these covenants as of December 31, 2025.

5. Operating Leases

The Company has entered into certain operating leases for office space under operating lease arrangements. As of December 31, 2025, there was a weighted average of 3.79 years remaining on the original lease terms. The Company estimated their incremental borrowing rate in calculating the ROU asset and operating lease liability as the rate implicit in the leases were not known. The weighted average incremental borrowing rate used was 5.88%.

The following table reconciles the undiscounted future cash flows to the operating lease liability recorded on the accompanying consolidated balance sheet as of December 31, 2025:

Years Ending December 31,		
2026	\$	590,779
2027		386,251
2028		269,803
2029		203,005
2030		209,095
Thereafter		56,533
Total lease payments		<u>1,715,466</u>
Less: interest		<u>(180,227)</u>
	\$	<u>1,535,239</u>

The Company elected the short-term lease recognition exemption and short-term leases, which have an initial term of 12 months or less, are not included in right-of-use assets or corresponding lease liabilities. The components of lease cost were as follows for the years ended December 31:

	2025	2024
Operating lease cost	\$ 539,273	\$ 425,914
Short-term lease cost	180,160	133,893
Total	\$ 719,433	\$ 559,807

6. Commitments and Contingencies

Litigation

The Company is involved in legal proceedings from time to time arising in the normal course of business. Management, after consultation with legal counsel, believes that the outcome of these proceedings will not have a material impact on the Company's consolidated financial position, results of operations, or liquidity.

Employee Agreements

The Company has entered into employment agreements with certain officers and employees of the Company, which require that certain severance payments are made in the event of termination without cause.

Indemnification Agreements

Under the Company's organizational documents, the Company's officers, employees and directors are indemnified against certain liabilities arising out of the performance of their duties. The Company's maximum exposure under these arrangements is unknown as this would involve future claims that may be made against the Company that have not yet occurred. However, based on experience, the Company expects any risk of loss to be remote. The Company also has an insurance policy for its directors and officers to insure them against liabilities arising from the performance of their duties in their positions with the Company or its subsidiaries.

7. Equity

Profit Interest Units

The Company's grant agreement, approved on August 12, 2022, authorizes the grant of Class C Units to employees, officers, and managers of the Company. 50% of the grants are time vesting and have a vesting period of 4 years with 12.5% vesting on each of the anniversary of the grant date. The other 50% of the grants are vesting based on the performance condition of a liquidity event. As of December 31, 2025, the Company has granted a total of 53,167 Class C Units. Equity-based compensation for the years ended December 31, 2025 and 2024 was \$204,968 and \$163,300, respectively, which is included in selling, general, and administrative expenses in the accompanying consolidated statements of operations.

Discretionary and Liquidating Distribution

Distributions of net proceeds in connection with the consummation of a Liquidity Event or a liquidation of the Company shall be distributed in the following order and priority:

- (i) first, to the holders of Class A Units in proportion to their relative portion of the Undistributed Class A Preferred Return;

(ii) second, to the holders of Class A Units in proportion to their relative portion of the Unreturned Class A Contributions, until each holder of Class A Units has received Distributions in an aggregate amount equal to the aggregate Unreturned Class A Contributions with respect to such holder's Class A Units outstanding immediately prior to such Distribution;

(iii) third, to the holders of Class B Units in proportion to their relative Class B Pro Rata Share, until the holders of Class B Units have collectively received Distributions in an aggregate amount equal to the Class B Pro Rata Portion of the amount of aggregate Distributions to the holders of Class A Units and Class B Units;

(iv) fourth, if applicable, to the holder of Vested Class D Units, the Class D Distribution Amount; and

(v) thereafter, to the holders of Class A Units, Class B Units and Vested Class C Units in proportion to the number of Class A Units, Class B Units and Vested Class C Units held by such Members; provided, however, that the total Distributions to holders of Class A Units shall not exceed the greater of (A) the aggregate Distributions to holders of Class A Units and (B) their aggregate pro rata share of all Distributions distributed to the holders of Class A Units, Class B Units and Vested Class C Units.

8. Related Party Transactions

The Company pays a management fee to a certain member of the Company on an annual basis based on revenues. The Company made payments of management fees of \$881,427 and \$784,283 for services rendered during the years ended December 31, 2025 and 2024, respectively.

9. Income Taxes

The benefit (provision) for income taxes consists of the following for the years ended December 31, 2025 and 2024:

	2025	2024
Current:		
Federal	\$ (289,024)	\$ (133,183)
State	(60,810)	244
Total current	(349,834)	(132,939)
Deferred:		
Federal	296,189	453,482
State	19,763	111,856
Total deferred	315,952	565,338
Total benefit (provision) for income taxes	\$ (33,882)	\$ 432,399

Significant components of the Company's deferred income tax assets (liabilities) are as follows as of December 31:

	2025	2024
Deferred income tax assets (liabilities):		
Intangible assets	\$ (4,857,558)	\$ (5,284,048)
Deferred costs	(245,439)	(153,662)
Fixed assets	(66,591)	(36,969)
Deferred revenue	324,393	249,196
NOL carryforwards	120,271	287,562
Other	98,809	(4,146)
	<u>\$ (4,626,115)</u>	<u>\$ (4,942,067)</u>

The benefit (provision) for income taxes attributable to income before benefit (provision) for income taxes differed from the amount obtained by applying the federal statutory income tax rate to income (loss) before income taxes due to tax rate adjustments, state taxes, permanent differences in deductible goodwill amortization, and prior period adjustments and true-ups.

As of December 31, 2025, the Company had U.S. federal and state tax-basis net operating loss carryforwards (NOLs) of approximately \$509,000. The federal and state NOLs will begin to expire in 2038.

The Company has concluded that there are no significant uncertain tax positions requiring disclosure, and there are no material amounts of unrecognized tax benefits.

Right Answers, Right Here.



TANNER

Accountants & Advisors

FS PEP HOLDCO, LLC and SUBSIDIARIES

**Consolidated Financial Statements As
of December 31, 2024 and 2023 and
For the Years Then Ended**

Together with Independent Auditors' Report



TANNER

Independent Auditors' Report

To the Board of Managers of FS PEP Holdco, LLC

Opinion

We have audited the accompanying consolidated financial statements of FS PEP Holdco, LLC and subsidiaries (collectively, the Company), which comprise the consolidated balance sheets as of December 31, 2024 and 2023, and the related consolidated statements of operations, members' equity, and cash flows for the years then ended, and the related notes to consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of FS PEP Holdco, LLC and subsidiaries as of December 31, 2024 and 2023, and the results of their operations and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Due to the March 2024 acquisition of an entity under common control, CMY Holdco, LLC (Note 2), the historical activity prior to the acquisition of CMY Holdco, LLC and its wholly-owned subsidiary, Card my Yard Franchising, LLC, have been retrospectively combined in the consolidated financial statements of the Company. We did not audit the 2023 financial statements of Card my Yard Franchising, LLC, which statements reflect total assets of \$10,040,671, and total revenues of \$3,521,565. Those statements were audited by other auditors, whose report has been furnished to us, and our opinion, insofar as it relates to the amounts included for Card my Yard Franchising, LLC as of December 31, 2023, and for the year then ended, is based solely on the report of the other auditors.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Company and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Tanner LLC

April 23, 2025

Consolidated Balance Sheets

As of December 31,

	2024	2023
<u>Assets</u>		
Current assets:		
Cash	\$ 3,690,691	\$ 1,455,349
Restricted cash	-	840,143
Accounts receivable, net of an allowance for credit losses of \$74,296 and \$105,953, respectively	6,102,611	3,565,178
Other current receivable	820,000	-
Current portion of contract assets	1,797,429	1,382,859
Prepaid and other current assets	1,803,912	1,537,556
Total current assets	14,214,643	8,781,085
Goodwill, net	52,556,496	66,184,756
Intangible assets, net	45,678,810	50,358,496
Contract assets, net of current portion	13,317,603	10,981,453
Operating lease right-of-use assets	1,603,081	1,272,436
Other assets	2,206,748	828,551
Total assets	\$ 129,577,381	\$ 138,406,777
<u>Liabilities and Members' Equity</u>		
Current liabilities:		
Accounts payable	\$ 1,515,669	\$ 713,523
Accrued expenses	2,383,578	2,656,030
Current portion of contract liabilities	3,227,336	2,517,756
Current portion of operating lease liabilities	360,394	256,163
Revolving credit facility	1,100,000	-
Current portion of long-term debt, net of debt issuance costs	206,519	851,000
Total current liabilities	8,793,496	6,994,472
Contract liabilities, net of current portion	20,994,540	17,393,479
Operating lease liabilities, net of current portion	1,321,919	1,070,182
Long-term debt, net of current portion and debt issuance costs	46,197,321	46,148,366
Deferred income tax liabilities	4,942,067	5,507,405
Total liabilities	82,249,343	77,113,904
Commitments and contingencies (Notes 4, 5 & 6)		
Members' equity	47,328,038	61,292,873

See accompanying notes to consolidated financial statements.

Total liabilities and members' equity

\$	129,577,381	\$	138,406,777
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Consolidated Statements of Operations

For the Years Ended December 31,

	2024	2023
Revenues	\$ 47,493,372	\$ 38,119,222
Cost of revenues	14,071,864	10,711,574
Gross profit	33,421,508	27,407,648
Operating expenses:		
Selling, general, and administrative	28,732,110	24,077,839
Depreciation and amortization	11,953,138	12,782,735
Total operating expenses	40,685,248	36,860,574
Loss from operations	(7,263,740)	(9,452,926)
Other income (expense): Interest expense	(5,462,474)	(5,530,375)
Other income (expense)	43,809	(218,954)
Total other expense, net	(5,418,665)	(5,749,329)
Loss before income taxes	(12,682,405)	(15,202,255)
Income tax benefit (provision)	432,399	(765,698)
Net loss	\$ (12,250,006)	\$ (15,967,953)

Consolidated Statements of Members' Equity

For the years ended December 31, 2024 and 2023

	Members' Equity
Balance as of January 1, 2023	<u>\$ 77,059,237</u>
Equity-based compensation	201,589
Net loss	<u>(15,967,953)</u>
Balance as of December 31, 2023	61,292,873
Equity-based compensation	163,300
Member units issued for acquisition (Note 2)	3,000,000
Repurchase of member units	(4,878,129)
Net loss	<u>(12,250,006)</u>
Balance as of December 31, 2024	<u>\$ 47,328,038</u>

Consolidated Statements of Cash Flows

For the Years Ended December 31,

2024

2023

Cash flows from operating activities:

Net loss	\$ (12,250,006)	\$ (15,967,953)
Adjustments to reconcile net loss to net cash used in operating activities:		
Amortization of goodwill and intangible assets	11,662,770	12,639,099
Depreciation of fixed assets	290,368	143,636
Amortization of deferred financing costs	255,474	237,783
Amortization of operating lease right-of-use assets	378,441	263,663
Equity-based compensation	163,300	201,589
Gain on disposal of fixed assets	(2,189)	(11,390)
Credit loss expense	466,027	47,293
Decrease (increase) in:		
Accounts receivable	(2,952,504)	(1,251,872)
Contract assets	(2,750,720)	(1,396,460)
Other assets	516,161	(385,204)
Increase (decrease) in:		
Accounts payable and accrued expenses	480,916	4,506
Contract liabilities	4,310,641	3,834,331
Operating lease liabilities	(353,118)	(243,367)
Deferred income taxes	(565,338)	424,255
Net cash used in operating activities	(349,777)	(1,460,091)

Cash flows from investing activities:

Purchase of property and equipment	(1,813,949)	(441,815)
Net cash paid for acquisition	(991,946)	-
Proceeds from acquisition related legal settlement	4,950,000	-
Proceeds from sale of property and equipment	-	83,000
Purchase of intangibles	-	(5,355)
Net cash provided by (used in) investing activities	2,144,105	(364,170)

Cash flows from financing activities:

Borrowing on line of credit	1,100,000	-
Borrowing on long-term debt	-	245,000
Repayment of long-term debt	(851,000)	(481,000)
Purchase of membership units	(648,129)	-
Net cash used in financing activities	(399,129)	(236,000)

Net change in cash and restricted cash	1,395,199	(2,060,261)
Cash and restricted cash at beginning of year	2,295,492	4,355,753
Cash and restricted cash at end of year	\$ 3,690,691	\$ 2,295,492

Consolidated Statements of Cash Flows - Continued

		<i>For the Years Ended December 31,</i>	
		2024	2023
Supplemental disclosure of cash flow information:			
Cash paid for interest	\$ 5,748,129		\$ 5,102,711
Cash paid for income taxes	644,566		110,538
Supplemental disclosure of non-cash investing and financing information:			
Operating lease right-of-use assets and liabilities added through new contracts		\$ 489,629	\$ 357,822
Reduction of of member units and related assets due to legal settlement		4,230,000	-
Reconciliation of cash and restricted cash:			
Cash		\$ 3,690,691	\$ 1,455,349
Restricted cash		-	840,143
Cash and restricted cash at end of year		<u>\$ 3,690,691</u>	<u>\$ 2,295,492</u>

Notes to Consolidated Financial Statements

1. Description of Organization and Summary of Significant Accounting Policies

Organization

FS PEP Holdco, LLC is a holding company established for the purpose of acquiring and operating home services related franchisor companies. Through its franchisor entities located throughout the United States, the Company seeks to establish profitable and sustainable franchise systems that provide franchise partners the tools to profitably operate and own a successful home service business.

Basis of Presentation and Principles of Consolidation

The consolidated financial statements are presented in conformity with accounting principles generally accepted in the United States of America (US GAAP) and include the accounts of FS PEP Holdco, LLC and its wholly owned subsidiaries: Five Star Connect, Inc.; Gotcha Covered Franchising, LLC; Ringside Development Company; Bio-One IP Group, LLC; Ringside Group, LLC; Mosquito Shield Franchise, LLC; 1-800-Packouts Holdco, LLC; CMY Holdco, LLC; Five Star Bath, Inc; Five Star Franchising, LLC; and its wholly owned subsidiary Five Star Bath, LLC.

FS PEP Holdco, LLC was formed on April 9, 2021, (date of inception) and during 2021 began acquiring operating companies. The consolidated financial statements reflect the operations of FS PEP Holdco, LLC and all of its subsidiaries (collectively the Company). All intercompany balances and transactions have been eliminated in consolidation.

Use of Estimates

The preparation of financial statements in conformity with US GAAP requires management to make estimates and assumptions that affect reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Concentrations of Credit Risk

The Company maintains its cash in bank deposit accounts which, at times, exceed federally insured limits. To date, the Company has not experienced a loss or lack of access to its invested cash and cash equivalents; however, no assurance can be provided that access to the Company's invested cash will not be impacted by adverse conditions in the financial markets.

Restricted Cash

Restricted cash balances relate to cash franchisees contribute to the Company's national branding funds. Cash contributed by franchisees to the national branding funds are to be used in accordance with the franchise agreements with a focus on marketing and advertising.

Accounts Receivable, net

Accounts receivable consist of amounts due on franchisee accounts for various fees including royalties, support fees, branding fees, insurance, training, and expendable equipment. The allowance for credit losses and other reserves are based upon the Company's historical experience with franchisees and considers the age of the receivable and the franchisees' ability to pay. Accounts are written-off when determined to be uncollectible and all reasonable efforts to collect the receivable have been exhausted. Accounts receivable do not include any amounts for interest.

The balances in accounts receivable and the allowance for credit losses were as follows as of December 31:

		2024	2023	2022
Accounts receivable	\$	6,176,907	\$ 3,671,131	\$ 2,419,259
Allowance for credit losses		(74,296)	(105,953)	(58,660)

Notes Receivable

Some franchise agreements allow for the financing of initial franchising fees over a term of one to five years. These receivables bear interest ranging from 4% to 10% and are reviewed for collectability by assessing the franchisee's completion of training, commencing operations, and revenue generation. As of December 31, 2024 and 2023, the Company had \$66,850 and \$239,770 outstanding on notes receivable, which have been included in the other assets account on the accompanying consolidated balance sheets. Management has determined that no allowance for credit loss is necessary for these notes receivable as of December 31, 2024 or 2023.

Contract Assets

The Company incurs broker and sales commission expenses paid to third parties to obtain franchise agreements with franchisees. The commissions are related to franchise fee revenue and are capitalized as contract assets and recognized over the term of the respective franchise agreement.

Goodwill and Intangible Assets

Goodwill represents the excess purchase price over fair value of net assets acquired that is not allocable to separately identifiable intangible assets. Other identifiable intangible assets primarily consist of trade names and franchise agreements in place. These assets are amortized using the straight-line method over the estimated useful life of the asset acquired.

The Company amortizes goodwill over a period of ten years. The Company evaluates the recoverability of the carrying amount of goodwill at the entity level whenever events or circumstances indicate the carrying amount may not be recoverable. Management has determined there was no impairment as of December 31, 2024 and 2023.

Debt Issuance Costs

The Company defers costs related to issuing debt and amortizes the costs using the effective interest method, to interest expense over the term of the related debt.

Revenue Recognition

The Company primarily derives revenue from royalties, call center services, franchise and license fees, equipment and product sales, and advertising services. Revenue is recognized from these contracts with customers by applying the following steps:

- Identification of the contract, or contracts, with a customer.
- Identification of the performance obligations in a contract.
- Determination of the transaction price.
- Allocation of the transaction price to the performance obligations in the contract.
- Recognition of revenue when, or as, performance obligations are satisfied.

Royalties

The Company sells individual franchises as well as territory agreements (Franchise Agreements) that grant the right to operate a location, using the Company's software and trademarks, generally for a period of five or ten years. The franchisees are equipped with certain equipment and samples and are trained at the Company's facilities. The Franchise Agreements require franchisees to pay continuing fees, or royalties, on a monthly basis based on the terms of the Franchise Agreement. Royalty income is based on either a percentage (generally ranging from 6% to 25%) of franchisee gross sales,

minimum monthly payments, or other calculated amounts as defined in the Franchise Agreement and is recognized as the royalties are at the franchisees' point of sale.

Call Center Services

The Company provides certain sales and marketing support services for franchisees, including the operation of a call center for inbound-customer and marketing related calls. The fees associated with the call center are structured as either a fixed monthly fee or a variable fee based on the monthly usage of the call center. Revenue for call center services are recognized during the month that the services are performed.

Franchise Fees

The Franchise Agreements require the franchisee to pay an initial fee to obtain the rights associated with the Franchise Agreements. Initial franchise fee revenue is partially recognized upon substantial completion of the startup services required of the Company. The remainder of the franchise fee revenue is recognized over the term of the Franchise Agreement. All fees collected in advance are deferred until performance obligations are met, and revenue is earned. Deferred amounts are classified as contract liabilities in the accompanying consolidated balance sheets. The balance of contract liabilities was \$24,221,876, \$19,911,235, and \$15,968,514, as of December 31, 2024, 2023, and 2022, respectively.

Franchise sales resulting from leads furnished by independent franchise brokers are subject to a sales commission. The costs of commissions paid to franchise brokers are capitalized and recognized over the same period as the related revenue.

Equipment and Product Sales

Revenue from the sale of equipment and products is recognized when title and risk of loss transfers to the buyer, which is generally upon shipment.

Advertising Services

Under the terms of the Franchise Agreements, the Company may establish national branding funds and charge a fee of up to 3% of the franchisees' gross receipts to pay for marketing costs that benefit multiple franchises and are used to promote the brands. Marketing revenues and expenses are recognized in equal amounts as marketing expenses are incurred. Any amounts collected but unspent at the end of the year are accrued for as a liability on the accompanying consolidated balance sheets until the related expense has been incurred.

Installation Sales

Company-operated franchises provide shower and bath installations that are generally completed within 1-2 days. Revenue is recognized at the point-in-time the product installation is completed and accepted by the customer.

Vendor Rebates

The Company receives rebates from certain vendors used by franchisees. Vendor rebate revenue is recognized at the point-in-time the associated sales to vendors are recorded and the rebate is earned.

Other Revenues

Other revenues include fees generated by consulting services, monthly technology access fees and other miscellaneous fees allowable under the terms of the Franchise Agreements. Consulting and other fees are recognized as revenue once the consulting or other services have been performed, these services are short term in nature and provided on a month-to-month basis. Monthly technology access fees are recognized during the month that services are performed.

Amounts recognized as revenue for the different revenue types were as follows for the years ended December 31, 2024 and 2023:

	2024	2023
Royalties	\$ 16,760,701	\$ 13,797,504
Advertising services	8,154,242	7,184,067
Other revenues	6,665,981	5,113,894
Franchise fees	5,798,078	5,023,575
Equipment and product sales	3,878,525	2,414,926
Call center services	3,018,653	2,799,481
Vendor rebates	2,782,697	1,785,775
Installation sales	434,495	-
	\$ 47,493,372	\$38,119,222

Contract Liabilities

Contract liabilities represent billings made to or payments received from franchisees for which the related performance obligation has not yet been fulfilled. This primarily consists of franchise fees that have been received but are deferred to be recognized over the term of the franchise agreement. Deposits for conferences and trainings are also deferred until the point at which the service has been provided.

Leases

Management determines if a contract is or contains a lease at inception or modification of a contract. A contract is or contains a lease if the contract conveys the right to control the use of an identified asset for a period in exchange for consideration. Control over the use of the identified asset means the lessee has both (a) the right to obtain substantially all of the economic benefits from the use of the asset and (b) the right to direct the use of the asset. Such assets are classified as ROU assets with a corresponding lease liability.

For all arrangements where it is determined that a lease exists, the related ROU assets and lease liabilities are recorded as either operating or finance leases. At inception or modification, the Company calculates the present value of lease payments using the implicit rate determined from the contract or the Company's incremental borrowing rate applicable to the lease, which is determined by estimating what it would cost the Company to borrow a collateralized amount equal to the total lease payments over the lease term based on the contractual terms of the lease and the location of the leased asset. The present value is adjusted for prepaid lease payments, lease incentives, and initial direct costs. Lease expense is recognized for these leases on a straight-line basis over the expected lease term. Non-lease costs, such as common-area maintenance costs, taxes, and insurance, are not included in the measurement of the ROU assets and lease liabilities. The depreciable life of assets and leasehold improvements are limited by the expected lease term.

Sales Tax

The Company accounts for sales tax on a net basis and excluded from revenues.

Shipping and Handling Costs

The Company classifies freight billed to customers as sales revenue and the related freight costs as cost of sales.

Advertising and Marketing

Advertising and marketing costs included in operating expenses primarily consist of collateral marketing materials and are expensed as incurred. These costs are included in selling, general, and administrative expenses and were \$1,995,154 and \$2,089,788 during the years ended December 31, 2024 and 2023, respectively.

Income Taxes

The Company is a limited liability company under provisions of the Internal Revenue Code and has elected to be treated as a partnership for income tax purposes. As such, the payment and recognition of income taxes are the responsibility of the members of the Company.

The Company files income tax returns in the US federal and state jurisdictions. The Company is generally subject to US federal, state and local income tax examination by tax authorities for a period of three years from the date of filing. The Company is not currently under examination in any jurisdiction in which it operates.

The Company is required to determine whether its tax positions are more likely than not to be sustained upon examination by the applicable taxing authority, based on the technical merits of the position. The tax benefits recognized are measured as the largest amount of benefit that has a greater than 50% likelihood of being realized upon ultimate settlement with the relevant taxing authorities. Based on its analysis, the Company has determined that it has not incurred any liability for unrecognized tax benefits as of December 31, 2024. The Company does not expect that its assessment regarding unrecognized tax benefits will materially change over the next 12 months.

Certain subsidiaries of the Company recognize deferred income tax assets and liabilities for the expected future tax consequences of events that have been included in the subsidiary financial statements or tax returns. Under this method, deferred income tax assets and liabilities are determined based on the difference between financial statement and tax bases of assets and liabilities using estimated tax rates in effect for the year in which the differences are expected to reverse. Deferred tax assets are recognized only if it is more likely than not that the asset will be realized in future years.

Subsequent Events

Management has evaluated events and transactions for potential recognition or disclosure through April 23, 2025, which is the day the consolidated financial statements were available to be issued.

2. Acquisitions of Subsidiary Entities

CMY Holdco, LLC

On March 26, 2024, the Company entered into a contribution and exchange agreement to acquire 100% of the membership interests in CMY Holdco, LLC (CMY) from a common owner wherein the common owner was granted additional ownership interest in the Company. The agreement also includes contingent consideration of up to \$5,605,000 to be paid if CMY reaches certain system sales metrics over the 36 month period after the acquisition. Management has determined that it is not probable that the metrics will be achieved, and no liability related to the contingent consideration has been recorded in the accompanying consolidated balance sheets.

The acquisition of CMY qualified as a commonly controlled transaction which requires retrospective combination of the entities for all periods presented. In accordance with US GAAP, as of January 1, 2023, the beginning balances of assets, liabilities, and members' equity have been adjusted to include the historical cost values of CMY. The Company's consolidated statements of operations for the years ended December 31, 2024 and 2023, include all of CMY's operations as if CMY had been combined as of January 1, 2023.

Five Star Bath, Inc.

On December 13, 2024, the Company entered into a securities purchase agreement to acquire 100% of the shares of a franchisee, Five Star Bath, Inc. The securities purchase agreement included payment of rollover ownership interest of

\$3,000,000 wherein the former owner was granted an ownership interest in the Company, and a cash payment of \$1,100,000.

The purchase consideration has been allocated based on the assessment of the fair market values of the acquired assets and liabilities assumed. The excess of the purchase price over the fair value of the net assets gives rise to goodwill.

The following table sets forth the allocation of the purchase consideration to the assets acquired and liabilities assumed:

Total consideration	\$ 4,100,000
Rollover equity	(3,000,000)
Cash acquired	(108,054)
Net cash paid	\$ 991,946
Cash	\$ 108,054
Accounts receivable	50,956
Prepays and other assets	634,944
Operating lease right-of-use asset	219,457
Goodwill	3,354,824
Operating lease liability	(219,457)
Other liabilities assumed	(48,778)
Total purchase price	\$ 4,100,000

Legal Settlement

During 2024, the Company entered into a settlement agreement for claims made under the indemnity clause of the purchase agreement for the 2022 acquisition agreement of 1-800 Packouts, LLC (Packouts). The Company claimed they incurred losses due to alleged breaches of franchise-related representations and warranties by the former owner of Packouts and member of the Company. In March 2024, both parties entered into a settlement agreement to resolve these claims. Under the terms of the agreement, the Company received a total settlement of \$10,000,000. The settlement stipulated that the Company would repurchase the former owner's membership interest in the Company in exchange for a reduction of the legal settlement receivable at an agreed value of \$4,230,000. The remaining settlement amount would be received as periodic cash payments. During the year ended December 31, 2024, the Company received cash payments totaling \$4,950,000 and the remaining receivable amount of \$820,000 is due in September 2025.

The Company determined that since this settlement was related to the acquisition of Packouts, the settlement of amount would be treated as a reduction in the related purchase price and the acquired assets.

3. Goodwill and Intangible Assets

Goodwill and intangible assets consist of the following as of December 31:

	2024	2023
Trade name	\$ 27,550,000	\$ 27,550,000
Franchise agreements	30,900,000	30,900,000
Goodwill	80,483,637	87,128,812
Total intangible assets	138,933,637	145,578,812
Less: accumulated amortization	(40,698,331)	(29,035,560)
Intangible assets, net	\$ 98,235,306	\$ 116,543,252

Amortization expense resulting from goodwill and intangible assets was \$11,662,770 and \$12,639,099 for the years ended December 31, 2024 and 2023, respectively.

The future aggregate amounts of amortization expense to be recognized related to definite-lived intangible assets as of December 31, 2024, are as follows:

Years Ending December 31,	
2025	\$ 11,668,434
2026	11,668,434
2027	11,668,434
2028	11,668,434
2029	11,668,434
Thereafter	39,893,136
	\$ 98,235,306

4. Long-Term Debt and Revolving Credit Facility

In connection with the acquisitions of subsidiary companies in prior years, the Company entered into a financing arrangement with Deerpath Fund Services, LLC (Deerpath) that matures on September 3, 2026. Under the financing arrangement, the Company received an initial term loan with a principal amount of \$28,000,000, to be used for acquisitions which occurred in 2021, as well as amounts available for future transactions as follows: (1) up to an aggregate of \$15,000,000 available as delayed draw term loans, and (2) contingent amounts of up to \$25,000,000 available for future financing to be negotiated. The loans bear an interest rate of a 3-month term SOFR plus 5.65% (10.24% as of December 31, 2024). As of December 31, 2024 and 2023, the total amount that has been drawn on the facility was \$48,100,000. The arrangement also provides for a revolving credit facility with available draws up to \$2,000,000, of which the Company had drawn \$1,100,000 as of December 31, 2024.

As of December 31, 2024, the Company had future maturities of notes payable as follows:

Years Ending December 31,

2025	\$ 481,000
2026	<u>46,416,500</u>
	46,897,500
Less: debt issuance costs	<u>(493,660)</u>
	<u>\$ 46,403,840</u>

Future amortization of debt issuance costs for the Company's notes payables as of December 31, 2024, are as follows:

Years Ending December 31,	
2025	\$ 274,481
2026	219,179
	<u>\$ 493,660</u>

5. Operating Leases

The Company has entered into certain operating leases for office space under operating lease arrangements. As of December 31, 2024, there was a weighted average of 4.3 years remaining on the original lease terms. The Company estimated their incremental borrowing rate in calculating the ROU asset and operating lease liability as the rate implicit in the leases were not known. The weighted average incremental borrowing rate used was 5.77%.

The following table reconciles the undiscounted future cash flows to the operating lease liability recorded on the accompanying consolidated balance sheet as of December 31, 2024:

Years Ending December 31,	
2025	\$ 511,334
2026	456,597
2027	312,535
2028	231,112
2029	203,190
Thereafter	213,394
Total lease payments	1,928,162
Less: interest	(245,849)
	<u>\$ 1,682,313</u>

The Company elected the short-term lease recognition exemption and short-term leases, which have an initial term of 12 months or less, are not included in right-of-use assets or corresponding lease liabilities. The components of lease cost were as follows for the years ended December 31:

	2024	2023
Operating lease cost	\$ 425,914	\$ 406,131
Short-term lease cost	<u>133,893</u>	<u>200,074</u>
Total	\$ 559,807	\$ 606,205

6. Commitments and Contingencies

Litigation

The Company is involved in legal proceedings from time to time arising in the normal course of business. Management, after consultation with legal counsel, believes that the outcome of these proceedings will not have a material impact on the Company's consolidated financial position, results of operations, or liquidity.

Employee Agreements

The Company has entered into employment agreements with certain officers and employees of the Company, which require that certain severance payments are made in the event of termination without cause.

Indemnification Agreements

Under the Company's organizational documents, the Company's officers, employees and directors are indemnified against certain liabilities arising out of the performance of their duties. The Company's maximum exposure under these arrangements is unknown as this would involve future claims that may be made against the Company that have not yet occurred. However, based on experience, the Company expects any risk of loss to be remote. The Company also has an insurance policy for its directors and officers to insure them against liabilities arising from the performance of their duties in their positions with the Company or its subsidiaries.

7. Related Party Transactions

The Company pays a management fee to a certain member of the Company on an annual basis based on revenues. The Company made payments of management fees of \$784,283 and \$870,389 for services rendered during the years ended December 31, 2024 and 2023, respectively.

The Company provided call center and other management services to another franchisor that is under common ownership. Additionally, the Company incurred certain expenses on behalf of that related franchisor and billed them for costs incurred. Amounts charged for services performed during the years ended December 31, 2024 and 2023, amounted to \$0 and \$250,031, respectively, and are included in revenues. As of December 31, 2024 and 2023, accounts receivable due from this related party were \$0 and \$250,031, respectively. As of March 2024, this franchisor was no longer under common ownership.

8. Income Taxes

The benefit (provision) for income taxes consists of the following for the years ended December 31, 2024 and 2023:

	2024	2023
Current:		
Federal	\$ (133,183)	\$ (262,480)
State	244	(78,963)
Total current	(132,939)	(341,443)
Deferred:		
Federal	453,482	(292,567)
State	111,856	(131,688)
Total deferred	565,338	(424,255)
Total benefit (provision) for income taxes	\$ 432,399	\$ (765,698)

Significant components of the Company's deferred income tax assets (liabilities) are as follows as of December 31:

	2024	2023
Deferred income tax assets (liabilities):		
Intangible assets	\$ (5,284,048)	\$ (5,747,861)
Deferred costs	(153,662)	(16,114)
Fixed assets	(36,969)	(44,540)
Deferred revenue	249,196	140,945
NOL carryforwards	287,562	166,613
Other	(4,146)	(6,448)
	<u>\$ (4,942,067)</u>	<u>\$ (5,507,405)</u>

The benefit (provision) for income taxes attributable to income before benefit (provision) for income taxes differed from the amount obtained by applying the federal statutory income tax rate to income (loss) before income taxes due to tax rate adjustments, state taxes, permanent differences in deductible goodwill amortization, and prior period adjustments and true- ups.

As of December 31, 2024, the Company had U.S. federal and state tax-basis net operating loss carryforwards (NOLs) of approximately \$1,182,000 and \$1,045,000, respectively. The federal and state NOLs will begin to expire in 2038 and 2036, respectively.

The Company has concluded that there are no significant uncertain tax positions requiring disclosure, and there are no material amounts of unrecognized tax benefits.

9. Subsequent Events

In February 2025, the Company completed an acquisition of a Bio-One franchisee, Phillips & O'Brien, LLC, for a purchase price of \$300,000.

Right Answers, Right Here.



FS PEP HOLDCO, LLC and SUBSIDIARIES

**Consolidated Financial Statements
As of December 31, 2023 and 2022
and For the Years Then Ended**

Together with Independent Auditors' Report



Independent Auditors' Report

To the Board of Managers of
FS PEP Holdco, LLC

Opinion

We have audited the accompanying consolidated financial statements of FS PEP Holdco, LLC and subsidiaries (collectively, the Company), which comprise the consolidated balance sheets as of December 31, 2023 and 2022, and the related consolidated statements of operations, members' equity, and cash flows for the years then ended, and the related notes to consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of FS PEP Holdco, LLC and subsidiaries as of December 31, 2023 and 2022, and the results of their operations and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Company and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

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-
- Exercise professional judgment and maintain professional skepticism throughout the audit.
 - Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
 - Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. Accordingly, no such opinion is expressed.
 - Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
 - Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Tanner LLC

April 5, 2024

Consolidated Balance Sheets

	As of December 31,	
	2023	2022
<u>Assets</u>		
Current assets:		
Cash	\$ 1,338,811	\$ 3,760,121
Restricted cash	840,143	543,616
Accounts receivable, net of an allowance for credit losses of \$105,953 and \$58,660, respectively	3,532,277	2,360,599
Current portion of contract assets	1,382,859	1,350,919
Prepaid and other current assets	1,460,144	792,682
Total current assets	8,554,234	8,807,937
Goodwill, net	56,518,636	63,918,327
Intangible assets, net	50,358,496	54,137,918
Contract assets, net of current portion	10,981,453	9,616,933
Operating lease right-of-use assets	1,246,432	1,153,787
Other assets	706,855	703,934
Total assets	\$ 128,366,106	\$ 138,338,836
<u>Liabilities and Members' Equity</u>		
Current liabilities:		
Accounts payable	\$ 655,035	\$ 602,708
Accrued expenses	1,997,785	2,643,685
Current portion of contract liabilities	2,371,381	1,960,914
Current portion of operating lease liabilities	229,780	154,246
Current portion of long-term debt	481,000	491,176
Total current liabilities	5,734,981	5,852,729
Contract liabilities, net of current portion	17,138,458	13,714,594
Operating lease liabilities, net of current portion	1,070,182	1,031,261
Long-term debt, net of current portion and debt issuance costs	46,148,366	46,381,407
Deferred income taxes	5,507,405	5,083,150
Total liabilities	75,599,392	72,063,141
Commitments and contingencies (Notes 4, 6 & 7)		
Members' equity	52,766,714	66,275,695
Total liabilities and members' equity	\$ 128,366,106	\$ 138,338,836

See accompanying notes to consolidated financial statements.

1

Consolidated Statements of Operations

	For the Years Ended December 31,	
	2023	2022
Revenues	\$ 34,597,657	\$ 26,026,524
Cost of revenues	10,001,056	5,463,228
Gross profit	24,596,601	20,563,296
Operating expenses:		
Selling, general and administrative	20,522,378	18,837,743
Depreciation and amortization	11,307,800	10,597,574
Total operating expenses	31,830,178	29,435,317
Loss from operations	(7,233,577)	(8,872,021)
Other income (expense):		
Interest expense	(5,506,427)	(3,821,499)
Gain on sale of unconsolidated subsidiary	-	1,025,637
Other income (expense)	(204,868)	(51,463)
Total other expense, net	(5,711,295)	(2,847,325)
Loss before income taxes	(12,944,872)	(11,719,346)
Income tax benefit (provision)	(765,698)	1,280,676
Net loss	\$ (13,710,570)	\$ (10,438,670)

See accompanying notes to consolidated financial statements.

2

Consolidated Statements of Operations

	<i>For the Years Ended December 31,</i>	
	2023	2022
Revenues	\$ 34,597,657	\$ 26,026,524
Cost of revenues	10,001,056	5,463,228
Gross profit	24,596,601	20,563,296
Operating expenses:		
Selling, general and administrative	20,522,378	18,837,743
Depreciation and amortization	11,307,800	10,597,574
Total operating expenses	31,830,178	29,435,317
Loss from operations	(7,233,577)	(8,872,021)
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Interest expense	(5,506,427)	(3,821,499)
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Total other expense, net	(5,711,295)	(2,847,325)
Loss before income taxes	(12,944,872)	(11,719,346)
Income tax benefit (provision)	(765,698)	1,280,676
Net loss	\$ (13,710,570)	\$ (10,438,670)

See accompanying notes to consolidated financial statements.

2

Consolidated Statements of Cash Flows

For the Years Ended December 31,

	2023	2022
Cash flows from operating activities:		
Net loss	\$ (13,710,570)	\$ (10,438,670)
Adjustments to reconcile net loss to net cash used in operating activities:		
Amortization of goodwill and intangible assets	11,179,113	10,568,470
Depreciation of fixed assets	128,687	29,104
Amortization of deferred financing costs	237,783	213,726
Amortization of operating lease right-of-use assets	265,177	108,253
Equity-based compensation	201,589	-
Gain on sale of unconsolidated subsidiary	-	(1,025,637)
Loss (gain) on disposal of fixed assets	(11,390)	43,615
Provision for bad debt	47,293	25,950
Decrease (increase) in:		
Accounts receivable	(1,218,971)	(777,114)
Contract assets	(1,396,460)	(2,540,535)
Other assets	(428,865)	(535,234)
Increase (decrease) in:		
Accounts payable and accrued expenses	(593,573)	2,012,196
Contract liabilities	3,834,331	3,647,786
Operating lease liabilities	(243,367)	(76,533)
Deferred taxes	424,255	(1,269,181)
Net cash used in operating activities	(1,284,968)	(13,804)
Cash flows from investing activities:		
Purchase of property and equipment	(441,815)	(238,771)
Proceeds from sale of property and equipment	83,000	-
Contingent consideration paid	-	(1,200,000)
Proceeds from sale of unconsolidated subsidiary	-	1,623,174
Net cash paid for acquisitions	-	(46,109,861)
Net cash used in investing activities	(358,815)	(45,925,458)
Cash flows from financing activities:		
Member contributions	-	29,025,980
Borrowing on long-term debt	-	20,100,000
Payment of debt issuance costs	-	(307,500)
Repayment of long-term debt	(481,000)	(378,894)
Member distributions	-	(250,000)
Net cash provided by (used in) financing activities	(481,000)	48,189,586
Net change in cash and restricted cash	(2,124,783)	2,250,324
Cash and restricted cash at beginning of year	4,303,737	2,053,413
Cash and restricted cash at end of year	\$ 2,178,954	\$ 4,303,737
Supplemental disclosure of cash flow information:		
Cash paid for interest	\$ 5,102,711	\$ 3,053,817
Cash paid for income taxes	110,538	1,916
Supplemental disclosure of non-cash investing and financing information:		
Operating lease right-of-use assets and liabilities added through new contracts	\$ 357,822	\$ -
Operating lease right-of-use assets and liabilities recorded upon adoption of ASC Topic 842, Leases	-	1,175,322
Cash acquired through acquisition	-	124,418
Contingent consideration settled through issuance of equity	-	300,000
Measurement period adjustment to goodwill	-	1,474,328
Rollover equity contributions in acquisitions	-	6,230,000

See accompanying notes to consolidated financial statements.

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Notes to Consolidated Financial Statements

1. Description of Organization and Summary of Significant Accounting Policies

Organization

FS PEP Holdco, LLC is a holding company established for the purpose of acquiring and operating home services related franchisor companies. Through its franchisor entities located throughout the United States, the Company seeks to establish profitable and sustainable franchise systems that provide franchise partners the tools to profitably operate and own a successful home service business.

Basis of Presentation and Principles of Consolidation

The consolidated financial statements presented in conformity with accounting principles generally accepted in the United States of America (US GAAP) and include the accounts of FS PEP Holdco, LLC and its wholly owned subsidiaries: Five Star Connect, Inc.; Gotcha Covered Franchising, LLC; Ringside Development Company; Bio-One IP Group; LLC, Ringside Group, LLC; Mosquito Shield Franchise, LLC; 1-800-Packouts Holdco, LLC; and Five Star Franchising, LLC and its wholly owned subsidiary Five Star Bath, LLC.

FS PEP Holdco, LLC was formed on April 9, 2021 (date of inception) and during 2021 began acquiring operating companies. The consolidated financial statements reflect the operations of FS PEP Holdco, LLC and all of its subsidiaries (collectively the Company). All intercompany balances and transactions have been eliminated in consolidation.

Use of Estimates

The preparation of financial statements in conformity with US GAAP requires management to make estimates and assumptions that affect reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Concentrations of Credit Risk

The Company maintains its cash in bank deposit accounts which, at times, exceed federally insured limits. To date, the Company has not experienced a loss or lack of access to its invested cash and cash equivalents; however, no assurance can be provided that access to the Company's invested cash will not be impacted by adverse conditions in the financial markets.

Restricted Cash

Restricted cash balances relate to cash franchisees contribute to the Company's national branding funds. Cash contributed by franchisees to the national branding funds are to be used in accordance with the franchise agreements with a focus on marketing and advertising.

Accounts Receivable

Accounts receivable consist of amounts due on franchisee accounts for various fees including royalties, support fees, branding fees, insurance, training, and expendable equipment. The allowance for credit losses and other reserves are based upon the Company's historical experience with franchisees and considers the age of the receivable and the franchisees' ability to pay. Accounts are written-off when determined to be uncollectible and all reasonable efforts to collect the receivable have been exhausted. Accounts receivable do not include any amounts for interest. An allowance for credit losses of \$105,953 and \$58,660 was accrued as of December 31, 2023 and 2022, respectively.

Notes Receivable

Some franchise agreements allow for the financing of initial franchising fees over a term of one to five years. These receivables bear interest ranging from 4.00% to 10.00% and are reviewed for collectability by assessing the franchisee's completion of training, commencing operations, and revenue generation. As of December 31, 2023 and 2022, the Company had \$239,770 and \$436,865 outstanding on notes receivable, which have been included in the other assets account on the accompanying consolidated balance sheets.

Contract Assets

The Company incurs broker or sales commission expenses paid to third parties to obtain franchise agreements with franchisees. The commissions are related to franchise fee revenue and are capitalized as contract assets and recognized over the term of the respective franchise agreement.

Goodwill and Intangible Assets

Goodwill represents the excess purchase price over fair value of net assets acquired that is not allocable to separately identifiable intangible assets. Other identifiable intangible assets primarily consist of trade names and franchise agreements in place. These assets are amortized using the straight-line method over the estimated useful life of the asset acquired.

The Company amortizes goodwill over a period of ten years. The Company evaluates the recoverability of the carrying amount of goodwill at the entity level whenever events or circumstances indicate the carrying amount may not be recoverable. Management has determined there was no impairment as of December 31, 2023 and 2022.

Investment in Unconsolidated Subsidiary

The Company's investment in Joe Homebuyer Franchising, LLC, was owned 50% by Five Star Franchising, LLC and 50% by an outside party. The investment was accounted for under the equity method of accounting. On March 9, 2022, the Company completed the sale of its equity interests in Joe Homebuyer Franchising, LLC to the existing equity partner for \$1,623,174. As a result of this sale, the Company recognized a gain of \$1,025,637.

Debt Issuance Costs

The Company defers costs related to issuing debt and amortizes the costs using the effective interest method, to interest expense over the term of the related debt.

Revenue Recognition

The Company primarily derives revenue from royalties, call center services, franchise and license fees, equipment and product sales, and advertising services. Revenue is recognized from these contracts with customers by applying the following steps:

- Identification of the contract, or contracts, with a customer.
- Identification of the performance obligations in a contract.
- Determination of the transaction price.
- Allocation of the transaction price to the performance obligations in the contract.
- Recognition of revenue when, or as, performance obligations are satisfied.

Royalties

The Company sells individual franchises as well as territory agreements (Franchise Agreements) that grant the right to operate a location, using the Company's software and trademarks, generally for a period of five or ten years. The franchisees are equipped with certain equipment and samples and are trained at the Company's facilities. The Franchise Agreements require franchisees to pay continuing fees, or royalties, on a monthly basis based on the terms of the Franchise Agreement. Royalty income is based on either a percentage (generally ranging from 2% to 7%) of franchisee gross sales, minimum monthly payments, or other calculated amounts as defined in the Franchise Agreement and is recognized as the royalties are at the franchisees' point of sale.

Call Center Services

The Company provides certain sales and marketing support services for franchisees, including the operation of a call center for inbound-customer and marketing related calls. The fees associated with the call center are structured as either a fixed monthly fee or a variable fee based on the monthly usage of the call center. Revenue for call center services are recognized during the month that the services are performed.

Franchise Fees

The Franchise Agreements require the franchisee to pay an initial fee to obtain the rights associated with the Franchise Agreements. Initial franchise fee revenue is partially recognized upon substantial completion of the startup services required of the Company. The remainder of the franchise fee revenue is recognized over the term of the Franchise Agreement. All fees collected in advance are deferred until performance obligations are met, and revenue is earned. Deferred amounts are classified as contract liabilities in the accompanying consolidated balance sheets.

Franchise sales resulting from leads furnished by independent franchise brokers are subject to a sales commission. The costs of commissions paid to franchise brokers are capitalized and recognized over the same period as the related revenue.

Equipment and Product Sales

Revenue from the sale of equipment and products is recognized when title and risk of loss transfers to the buyer, which is generally upon shipment.

Advertising Services

Under the terms of the Franchise Agreements, the Company may establish national branding funds and charge a fee of up to 3% of the franchisees' gross receipts to pay for marketing costs that benefit multiple franchises and are used to promote the brands. Marketing revenues and expenses are recognized in equal amounts as marketing expenses are incurred. Any amounts collected but unspent at the end of the year are accrued for as a liability on the accompanying consolidated balance sheets until the related expense has been incurred.

Other Revenues

Other revenues include vendor rebates, fees generated by consulting services, monthly technology access fees and other miscellaneous fees allowable under the terms of the Franchise Agreements. Consulting and other fees are recognized as revenue once the consulting or other services have been performed, these services are short term in nature and provided on a month-to-month basis. Monthly technology access fees are recognized during the month that services are performed.

Amounts recognized as revenue for the different revenue types were as follows for the years ended December 31, 2023 and 2022:

	2023	2022
Royalties	\$ 11,447,971	\$ 10,191,623
Call center services	2,799,481	2,977,806
Franchise fees	4,622,915	3,823,573
Equipment and product sales	2,414,926	3,830,583
Advertising services	7,184,067	3,683,755
Other revenues	6,128,297	1,519,184
	<u>\$ 34,597,657</u>	<u>\$ 26,026,524</u>

7

Contract Liabilities

Contract liabilities represent billings made to or payments received from franchisees for which the related performance obligation has not yet been fulfilled. This primarily consists of franchise fees that have been received but are deferred to be recognized over the term of the franchise agreement. Deposits for conferences and trainings are also deferred until the point at which the service has been provided.

Recently Adopted Accounting Pronouncements

In June 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) No. 2016-13, *Financial Instruments – Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments* (ASU 2016-13 or ASC 326). ASU 2016-13 revises the accounting requirements related to the measurement of credit losses and requires organizations to measure all expected credit losses for financial assets based on historical experience, current conditions, and reasonable and supportable forecasts about collectability. Assets must be presented in the financial statements at the net amount expected to be collected. During 2019, the FASB issued additional ASUs amending certain aspects of ASU 2016-13.

On January 1, 2023, the Company adopted ASC 326 and all the related amendments using the modified retrospective method. The Company's adoption did not result in a significant impact to the opening balance of retained earnings and the comparative information has not been adjusted or restated.

Leases

Management determines if a contract is or contains a lease at inception or modification of a contract. A contract is or contains a lease if the contract conveys the right to control the use of an identified asset for a period in exchange for consideration. Control over the use of the identified asset means the lessee has both (a) the right to obtain substantially all of the economic benefits from the use of the asset and (b) the right to direct the use of the asset. Such assets are classified as ROU assets with a corresponding lease liability.

For all arrangements where it is determined that a lease exists, the related ROU assets and lease liabilities are recorded as either operating or finance leases. At inception or modification, the Company calculates the present value of lease payments using the implicit rate determined from the contract or the Company's incremental borrowing rate applicable to the lease, which is determined by estimating what it would cost the Company to borrow a collateralized amount equal to the total lease payments over the lease term based on the contractual terms of the lease and the location of the leased asset. The present value is adjusted for prepaid lease payments, lease incentives, and initial direct costs. Lease expense is recognized for these leases on a straight-line basis over the expected lease term. Non-lease costs, such as common-area maintenance costs, taxes, and insurance, are not included in the measurement of the ROU assets and lease liabilities. The depreciable life of assets and leasehold improvements are limited by the expected lease term.

Sales Tax

The Company accounts for sales tax on a net basis and excluded from revenues.

Shipping and Handling Costs

The Company classifies freight billed to customers as sales revenue and the related freight costs as cost of sales.

Advertising and Marketing

Advertising and marketing costs included in operating expenses primarily consist of collateral marketing materials and are expensed as incurred. These costs are included in general and administrative expenses and were \$1,963,625 and \$2,153,360 during the years ended December 31, 2023 and 2022, respectively.

Income Taxes

The Company is a limited liability company under provisions of the Internal Revenue Code and has elected to be treated as a partnership for income tax purposes. As such, the payment and recognition of income taxes are the responsibility of the members of the Company.

The Company files income tax returns in the US federal and state jurisdictions. The Company is generally subject to US federal, state and local income tax examination by tax authorities for a period of three years from the date of filing. The Company is not currently under examination in any jurisdiction in which it operates.

The Company is required to determine whether its tax positions are more likely than not to be sustained upon examination by the applicable taxing authority, based on the technical merits of the position. The tax benefits recognized are measured as the largest amount of benefit that has a greater than 50% likelihood of being realized upon ultimate settlement with the relevant taxing authorities. Based on its analysis, the Company has determined that it has not incurred any liability for unrecognized tax benefits as of December 31, 2023. The Company does not expect that its assessment regarding unrecognized tax benefits will materially change over the next 12 months.

Certain subsidiaries of the Company recognize deferred income tax assets and liabilities for the expected future tax consequences of events that have been included in the subsidiary financial statements or tax returns. Under this method, deferred income tax assets and liabilities are determined based on the difference between financial statement and tax bases of assets and liabilities using estimated tax rates in effect for the year in which the differences are expected to reverse. Deferred tax assets are recognized only if it is more likely than not that the asset will be realized in future years.

Subsequent Events

Management has evaluated events and transactions for potential recognition or disclosure through April 5, 2024, which is the day the consolidated financial statements were available to be issued.

2. Acquisitions of Subsidiary Entities

During the year ended December 31, 2022, the Company entered into the following acquisition agreements:

On January 31, 2022, the Company entered into a securities purchase agreement to acquire 100% of the equity interests in 1-800-Packouts, LLC (Packouts). The securities purchase agreement included payment of rollover interest of \$4,230,000 wherein the former owner was granted an ownership interest in the Company, which was included in the total consideration paid for the acquisition. The securities purchase agreements also included two delayed cash payments of \$1,000,000 made in June 2023 and December 2023. These payments were valued at present value of \$1,795,418 as of the acquisition date. This amount was accrued and included in the 2022 issued financials.

On March 11, 2022, the Company entered into a securities purchase agreement to acquire 100% of the equity interests in Mosquito Shield Finance Corporation (Mosquito Shield). The securities purchase agreement included payment of rollover interest of \$2,000,000 wherein the former owner was granted an ownership interest in the Company, which was included in the total consideration paid for the acquisition.

In relation to these acquisitions, the Company elected to early adopt Accounting Standards Update 2021-08, *Business Combinations* (ASU 2021-08). ASU 2021-08 allows a Company to recognize and measure contract assets and contract liabilities in accordance with ASC 606, *Revenue from Contracts with Customers*. Accordingly, the contract assets and contract liabilities were recognized at carryover value from the predecessor, rather than at fair value.

The following is a summary of the estimated fair values of the assets acquired and the liabilities assumed with each acquisition during the year ended December 31, 2022:

	Packouts	Mosquito Shield
Cash	\$ 5,966	\$ 118,452
Accounts receivable	117,678	584,222
Contract assets	-	7,878,108
Other assets	49,810	392,928
Operating lease right-of-use asset	86,718	-
Trade name	4,380,000	6,600,000
Franchise agreements	1,790,000	11,200,000
Goodwill	18,214,963	12,067,365
Liabilities assumed	(86,718)	(10,935,213)
Total purchase price	\$ 24,558,417	\$ 27,905,862

Each of these transactions have been accounted for as a business combination using the acquisition method and the operations of the acquired entities have been consolidated with the operations of the Company as of the respective dates of the transactions.

The assets acquired and liabilities assumed were recorded based on their estimated fair values as of the date of acquisition as determined by management. The excess of the purchase price over the fair values of assets acquired and liabilities assumed was recorded as goodwill. The value of goodwill recognized in connection with the transactions can be attributed to a number of business factors including, but not limited to, the ability of the Company to grow given the additional capital and strategic expertise brought to the Company by the new ownership group.

Trade names were valued using a relief from royalty discounted cash flows method. Franchise agreements were valued using excess of earnings discounted cash flows method. The estimated useful lives of trade names is 15 years, franchise agreements is 13 to 15 years, and goodwill is 10 years.

3. Goodwill and Intangible Assets

Goodwill and intangible assets consist of the following as of December 31:

	2023	2022
Trade name	\$ 27,550,000	\$ 27,550,000
Franchise agreements	30,900,000	30,900,000
Goodwill	72,717,748	72,717,748
Total intangible assets	131,167,748	131,167,748
Less: accumulated amortization	(24,290,616)	(13,111,503)
Intangible assets, net	\$ 106,877,132	\$ 118,056,245

Amortization expense resulting from goodwill and intangible assets was \$11,179,113 and \$10,568,470 for the years ended December 31, 2023 and 2022, respectively.

The future aggregate amounts of amortization expense to be recognized related to definite-lived intangible assets as of December 31, 2023 are as follows:

Years Ending December 31,		
2024	\$	11,186,801
2025		11,186,801
2026		11,186,801
2027		11,186,801
2028		11,186,801
Thereafter		50,943,127
	\$	106,877,132

4. Long-Term Debt

In connection with the acquisitions of the subsidiary companies, the Company entered into a financing arrangement with Deerpath Fund Services, LLC (Deerpath) that matures on September 3, 2026. Under the financing arrangement, the Company received an initial term loan with a principal amount of \$28,000,000, to be used for the 2021 acquisitions as well as amounts available for future transactions as follows: (1) up to an aggregate of \$15,000,000 available as delayed draw term loans, which was fully used for the Packouts and Mosquito Shield acquisitions in 2022, and (2) contingent amounts of up to \$25,000,000 available for future financing to be negotiated, of which \$5,100,000 had been drawn for the Mosquito Shield acquisition. The loans bear interest rate of a 3-month term SOFR plus 5.65% (11.04% as of December 31, 2023). As of December 31, 2023 and 2022, the amount drawn on the facility was \$48,100,000. The facility also provides for a revolving line with available draws up to \$2,000,000, which had not been drawn on as of December 31, 2023 and 2022.

During 2022, the Company had also entered into short term notes payable with former owners of the subsidiary entities in the amount of \$78,594. These amounts have no specific maturity date or repayment schedule, but were fully repaid in 2022. As part of the acquisition of Mosquito Shield, the Company acquired \$59,801 of notes payable to a financial institution that were fully repaid during 2022.

As of December 31, 2023 the Company had future maturities of notes payable as follows:

Years Ending December 31,		
2024	\$	481,000
2025		481,000
2026		46,416,500
		47,378,500
Less: debt issuance costs		(749,134)
	\$	46,629,366

Future amortization of debt issuance costs for the Company's notes payables as of December 31, 2023 are as follows:

Years Ending December 31,		
2024	\$	255,474
2025		274,481
2026		219,179
	\$	749,134

5. Operating Leases

The Company has entered into certain operating leases for office space under operating lease arrangements with original lease terms ranging from 36 to 120 months. As of December 31, 2023, there was a weighted average of 5.5 years remaining on the original lease terms. The Company estimated their incremental borrowing rate in calculating the ROU asset and operating lease liability as the rate implicit in the leases were not known, the weighted average incremental borrowing rate used was 5.79%.

The following table reconciles the undiscounted future cash flows to the operating lease liability recorded on the accompanying balance sheet as of December 31, 2023:

Years Ending December 31,		
2024	\$	297,565
2025		266,383
2026		260,354
2027		179,048
2028		166,598
Thereafter		378,010
Total lease payments		1,547,958
Less: interest		(247,996)
	\$	1,299,962

Operating lease payments in the table above and operating ROU asset and lease liability on the accompanying balance sheets are shown net of sublease income. Rent expense under the operating leases totaled was \$302,043 and \$162,279 for the years ended December 31, 2023 and 2022, respectively.

6. Commitments and Contingencies

Litigation

The Company is involved in legal proceedings from time to time arising in the normal course of business. Management, after consultation with legal counsel, believes that the outcome of these proceedings will not have a material impact on the Company's consolidated financial position, results of operations, or liquidity.

Employee Agreements

The Company has entered into employment agreements with certain officers and employees of the Company, which require that certain severance payments are made in the event of termination without cause.

Indemnification Agreements

Under the Company's organizational documents, the Company's officers, employees and directors are indemnified against certain liabilities arising out of the performance of their duties. The Company's maximum exposure under these arrangements is unknown as this would involve future claims that may be made against the Company that have not yet occurred. However, based on experience, the Company expects any risk of loss to be remote. The Company also has an insurance policy for its directors and officers to insure them against liabilities arising from the performance of their duties in their positions with the Company or its subsidiaries.

7. Related Party Transactions

The Company pays a management fee to a certain member of the Company on an annual basis based on revenues. The Company made payments of management fees of \$570,389 and \$1,613,745 for services rendered during the years ended December 31, 2023 and 2022, respectively.

The Company provides call center and other management services to another franchisor that is under common ownership. Additionally, the Company incurs certain expenses on behalf of that related franchisor and bills them for costs incurred. Amounts charged for services performed during the years ended December 31, 2023 and 2022, amounted to \$250,031 and \$86,101, respectively, and are included in revenues. As of December 31, 2023 and 2022, accounts receivable due from this related party were \$250,031 and \$86,101, respectively.

8. Income Taxes

The benefit (provision) for income taxes consists of the following for the years ended December 31, 2023 and 2022:

	2023	2022
Current:		
Federal	\$ (262,480)	\$ 8,833
State	(78,963)	2,662
Total current	(341,443)	11,495
Deferred:		
Federal	(292,567)	1,048,721
State	(131,688)	220,460
Total deferred	(424,255)	1,269,181
Total benefit (provision) for income taxes	\$ (765,698)	\$ 1,280,676

Significant components of the Company's deferred income tax assets (liabilities) are as follows as of December 31:

	2023	2022
Deferred income tax assets (liabilities):		
Intangible assets	\$ (5,747,861)	\$ (5,340,652)
Deferred costs	(16,114)	(62,708)
Fixed Assets	(44,540)	(35,068)
Deferred revenue	140,945	30,312
NOL carryforwards	166,613	290,452
Other	(6,448)	34,514
	<u>\$ (5,507,405)</u>	<u>\$ (5,083,150)</u>

Associated with the acquisition of Ringside Development Company, there were \$27.5 million of identifiable intangible assets that were acquired. Ringside Development Company is structured as a C-Corporation for income tax purposes and thus is responsible for accruing the provision (benefit) for income taxes attributable to operations. This transaction was not a taxable transaction for income tax purposes and thus the tax liabilities associated with intangible assets are classified as permanent differences because they are not timing differences that will eventually be recognized in the tax return. This liability is recorded to accrue for the future tax effect that would occur if the intangible assets were to be recovered at the recorded carrying value as there is an assumption that all assets will be used in service or sold, thus a deferred tax liability is established to account for the future tax effect of recovery.

The benefit (provision) for income taxes attributable to loss before income taxes differed from the amount obtained by applying the federal statutory income tax rate to loss before income taxes due to tax rate adjustments, state taxes, permanent differences in deductible goodwill amortization, and prior period adjustments and true-ups.

Note that for U.S. Federal income tax purposes, given the change in control that occurred pursuant to the acquisition of Five Star Connect, Inc. and Ringside Development Company, the Company's net operating loss carryforwards are subject to Internal Revenue Code (IRC) Section 382 which, as determined by IRC Section 382, the net operating loss carryforwards and tax credits generated as of the acquisition date may be limited in their annual usage in the future.

As the acquisitions that occurred in 2021 were structured as stock purchases, the resulting definite-lived intangible assets recognized carried a tax basis of \$0. Accordingly, the amortization expense recognized for U.S. GAAP purposes is not deductible for income tax purposes and is considered a permanent difference.

The Company has concluded that there are no significant uncertain tax positions requiring disclosure, and there are no material amounts of unrecognized tax benefits.

9. Subsequent Events

In March 2024, the Company completed an acquisition of the brand, Card My Yard, from a related party. The acquisition was settled primarily for an exchange of equity in the Company.

Exhibit J - Parent's Guaranty of Performance

GUARANTY OF PERFORMANCE

For value received, FS PEP Holdco, LLC, a Delaware limited liability company (the "Guarantor"), located at 761 W 1200 N, Ste 200, Springville UT 84663, absolutely and unconditionally guarantees to assume the duties and obligations of Ringside Development Company d/b/a Bio-One Colorado, Inc., located at 6251 Greenwood Plaza Blvd., Ste 170, Greenwood Village, CO 80111 (the "Franchisor"), under its franchise registration in each state where the franchise is registered, and under its Franchise Agreement identified in its 2023 Franchise Disclosure Document, as it may be amended, and as that Franchise Agreement may be entered into with franchisees and amended, modified or extended from time to time. This guarantee continues until all such obligations of the Franchisor under its franchise registrations and the Franchise Agreement are satisfied or until the liability of Franchisor to its franchisees under the Franchise Agreement has been completely discharged, whichever first occurs. The Guarantor is not discharged from liability if a claim by a franchisee against the Franchisor remains outstanding. Notice of acceptance is waived. The Guarantor does not waive receipt of notice of default on the part of the Franchisor. This guarantee is binding on the Guarantor and its successors and assigns.

The Guarantor signs this guarantee at Springville, Utah, on this April 16, 2024.

Guarantor:

FS PEP Holdco, LLC

Title:

Name:

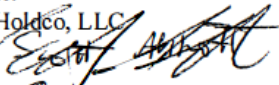

CEO

EXHIBIT H

APPLICATION

APPLICATION FEE

We will review your application to determine whether we are a right fit for each other. If we approve your Application, which means that you are eligible for the award of a Bio-One franchise. In exchange for considering your application, you and we agree that any disagreement concerning this Application or your acceptance as a prospective franchisee will be subject to binding arbitration as more fully stated at the end of the Application.

Background Check Disclosure

Ringside Development Company d/b/a Bio-One Colorado, Inc., (Bio-One) will procure a consumer report and/or investigative consumer report on you in connection with your application for franchise ownership.

TalentWise, a consumer-reporting agency, will obtain the report for Bio-One. Further information regarding TalentWise, including its privacy policy, may be found online at www.Talentwise.com. TalentWise is located at 19910 North Creek Parkway, Suite 200, Bothell, WA 98011, and can be reached at (866) 338-6739.

The report may contain information bearing on your character, general reputation, personal characteristics, mode of living and/or credit standing. The information that may be included in your report include: social security number trace, authorization to work checks, criminal records checks, civil record checks, financial information and credit checks (Experian U.S. Credit), federal record checks, public court records checks, driving records checks, drug tests, physical tests, educational records checks, employment history verification, references checks, sanction, licensing and certification checks. The information contained in the report will be obtained from private and/or public record sources, including sources identified by you in your job application or through interviews or correspondence with your past or present coworkers, neighbors, friends, associates, current or former employers, educational institutions or other acquaintances.

Provided to you with this authorization is a Summary of Your Rights Under the Fair Credit Reporting Act in a form prescribed by the Federal Trade Commission. Please do not sign this authorization until you have received this summary.

You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report from Bio-One. Submit any such written requests to Ben Kramer at our then-current headquarters that now is 761 W. 1200 N., Springville UT 84663.

Any controversy or claim arising out of or relating to this contract, or the breach thereof, shall be settled by arbitration administered by the American Arbitration Association in accordance with its Commercial or other Arbitration Rules, and judgment on the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof. The venue of such arbitration will be in the city and state in which our then-current headquarters is located (now Springville, Utah) without regard to *forum non conveniens* considerations, and Colorado law will be the choice of law used in arbitrating this matter, without regard to conflicts of laws considerations to the contrary. There

will be one arbitrator, who will decide all matters relating to the controversy including whether or not arbitration is applicable. You and we agree to split the cost of the arbitrators, and each will bear that party's own costs. As part of the award, the arbitrator will determine which of the party's substantially prevailed in the controversy and will award that party its attorneys' fees, expert witness fees and costs associated with the arbitration.

ADDITIONAL STATE LAW NOTICES

If you are in California, Maine, New York, or Washington, please also note:

CALIFORNIA: Pursuant to section 1786.22 of the California Civil Code, you may contact TalentWise during normal business hours (9am to 5pm PST, Monday through Friday) to obtain and review all information in your file. You may obtain such information by appearing in person at TalentWise's offices, during normal business hours and upon reasonable notice, and upon submitting proper identification and paying the costs duplication services. You may be accompanied by one other person, provided that person furnishes proper identification. You may also obtain a copy of your file by certified mail, if you have previously provided identification in a written request that your file be sent to you or a third party identified by you. You may also obtain a summary of your file by telephone, upon providing proper identification. TalentWise has trained personnel available to explain your file to you, including any coded information.

CALIFORNIA (En Español): De acuerdo con el artículo 1786.22 del Código Civil, se puede llamar a TaletnWise por los horarios normales de trabajo (9 de la mañana a 5 de la tarde, tiempo del pacifico, lunes a viernes) para sacar y examinar su archivo privado en detalle. Para conseguir una copia de su archivo privado, se puede hacer una visita en persona a la oficina de TalentWise por los horarios normales de trabajo, al darnos aviso razonable, al presentarnos de identificación apropiada, y al pagarnos las cuentas de duplicación. Otra persona puede acompañarle con tal que también setraiga identificación apropiada. Se puede pedirnos que le mandamos por correo certificado una copia de su archivo privado con tal que hayamos recibido una solicitud escrita que se lo mandemos una copia de su archivo privado a Usted o tal tercer partido que esté identificado por Usted. También se puede pedir por teléfono un resumen de su archivo privado, al presentarnos identificación apropiada. Empleamos trjabadores cualificados, a quienes están disponibles para explicárselo el contenido de su archivo privado con más detalles, incluso algunos datos cifrados.

MAINE: You have the right, upon request, to be informed of whether an investigative consumer report was requested, and if one was requested, the name and address of the consumer-reporting agency furnishing the report. You may request and receive from Bio-One, within five business days of our receipt of your request, the name, address, and telephone number of the nearest unit designated to handle inquiries for the consumer reporting agency issuing an investigative consumer report concerning you. You also have the right, under Maine law, to request and promptly receive from all such agencies copies of any such reports.

NEW YORK: You have the right, upon request, to be informed of whether an investigative consumer report was requested, and if one was requested, the name and address of the consumer-reporting agency furnishing the report. At the time you consent to your employer obtaining a report you are entitled to receive a copy of Article 23-A of New York Correction Law. Do not sign your consent until you receive a copy of that law.

WASHINGTON: If Bio-One requests and investigative consumer report, you have the right, upon written request made within a reasonable period of time after your receipt of this disclosure, to receive from Bio-One a complete and accurate disclosure of the nature and scope of the investigation requested by Bio-One. You also have the right to request from the consumer-

reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

Para informacion en espanol, visite www.ftc.gov/credit o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.

SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT

The Federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to www.ftc.gov/credit or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer-reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.ftc.gov/credit for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender

- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.ftc.gov/credit for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer-reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer-reporting agency may provide information about you only to people with a valid need --usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.ftc.gov/credit.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.ftc.gov/credit.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:

BACKGROUND CHECK AUTHORIZATION

I have carefully read and understand this disclosure and authorization form and I have received a copy of the “Summary of Your Rights under the Fair Credit Reporting Act” provided with this form. I have had the opportunity to review my rights. By my signature below, I consent to the preparation of background reports by TalentWise, and to the release of such reports to Bio-One and its designated representatives.

I understand that, to the extent allowed by law, information contained in my background check request form or otherwise disclosed to Bio-One by me may be utilized for the purpose of obtaining such consumer reports and/or investigative consumer reports about me.

I hereby authorize law enforcement agencies, learning institutions (including public and private schools and universities), information service bureaus, record/data repositories, courts (federal/state/local), my past or present employers, the military, and other individuals or sources to furnish any and all information on me that is requested by the consumer reporting agency.

By my signature (including electronic) below, I certify the information provided on and in connection with this form is true, accurate, and complete. I agree that this form in original, faxed, photocopied or electronic form will be valid for any background reports that may be requested by or on behalf of Bio-One.

First Name: _____ Middle Name: _____

Last Name: _____

Present Street Address: _____

City/State/Zip: _____

Social Security Number: _____

Driver’s License Number: _____

Professional License Number (If Applicable): _____

State: _____ Type: _____ Number: _____

FOR IDENTIFICATION PURPOSES ONLY:

Date of Birth: _____

Signature: _____ Date: _____

APPLICATION

I submit the following information as my complete and true personal and financial information as of the date shown below. I expressly authorize any past or present employer, any law enforcement agency, federal, state, or local governmental agency, or any person who has personal knowledge of my character, work experience or criminal records to release this information to Ringside Development Company d/b/a Bio-One Colorado, Inc. I understand that the reporting agencies will make the results of the credit, criminal and other background checks available to Ringside Development Company d/b/a Bio-One Colorado, Inc, and that it may use those results in determining whether to grant me a franchise. I understand that Ringside Development Company d/b/a Bio-One Colorado, Inc is relying upon all the above information as a material factor in considering my application, and I therefore agree to promptly notify Ringside Development Company d/b/a Bio-One Colorado, Inc of any material change in any of the information provided.

Ringside Development Company d/b/a Bio-One Colorado, Inc., agrees not to use any confidential information obtained through this confidential questionnaire for any purpose except to evaluate and engage in discussions concerning a potential franchise relationship between applicant and Ringside Development Company d/b/a Bio-One Colorado, Inc.

Ringside Development Company d/b/a Bio-One Colorado, Inc agrees not to disclose any confidential information to any third parties except as may be required by the law or a court order.

Completing this confidential questionnaire does not obligate either party to proceed with any transaction, and each party reserves the right, in its sole discretion, to terminate all discussions concerning franchise opportunities.

IN CONSIDERATION OF OUR REVIEW OF THE APPLICATION, YOU AND WE AGREE THAT DISPUTES CONCERNING THIS APPLICATION ARE SUBJECT TO ARBITRATION

Signature _____
Print Name: _____
Date: _____

Applicant's Name _____

Spouse/Partner Name: _____ *

Address: _____

Telephone Number: _____

Email Address: _____

Birthdate: _____

Your Education: _____

Are you a Veteran: ☐ Yes ☐ No

*** If you have a spouse, partner, civil partner, or family member that will participate in the business, that person must separately apply.**

1. Are you a United States citizen: ☐ Yes ☐ No

2. If you are not a citizen, do you have a permanent visa that allows you to remain indefinitely in the United States: ☐ Yes ☐ No

If you answer to numbers 1 and 2 are “no”, then you will not be awarded a franchise

3. If you answer to number 2 is “yes” what type of visa do you have?

_____.

4. Do you have a driver's license? ☐ Yes ☐ No

5. If your answer to number 4 was “yes”:

a. What state issued the license: _____

b. License number: _____

6. Have you been convicted of a felony ☐ Yes ☐ No

7. Have you been charged or are you now under indictment in any court for a crime for which you could be imprisoned for more than 1 year? ☐ Yes ☐ No

8. Are you subject to any court order that restrains you from harassing, stalking, or threatening another person: ☐ Yes ☐ No

9. Have you ever had a federal firearms license suspended or revoked?
☐ Yes ☐ No

10. Are you a fugitive from justice: ☐ Yes ☐ No

If you answer to any of the questions 6 through 10 is “yes”, then you will not be awarded a franchise

11. Where are you currently employed: _____

- a. How long have you been employed here: _____
b. What is your current position: _____
c. What is your current salary or wage: _____

12. What is your employment history for the past 5 years:

<u>Company Name</u>	<u>Type of Business</u>	<u>Title</u>	<u>Date</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

13. What do you like most about your current job:

14. What do you like least about your current job:

15. On the basis of your past experience, what do you believe your strengths are:

16. On the basis of your you past experience, what do you believe your weaknesses are:

17. Have you ever owned your own business? ☐ Yes ☐ No

18. If you answered “yes” to number 17, please tell us about the business:

- a. What type of business: _____
b. Dates of operation: _____
c. Why did you stop the business: _____

d. What did you like about the business: _____

e. What did you dislike about the business: _____

19. Do you have business management experience: ☐ Yes ☐ No

If “yes”, please describe:

If “no” who will personally manage the business? _____

20. If you are awarded a franchise, when will you be able to start?

21. In what city and state do you wish to
open the business: _____

22. Please include on a separate sheet any other information that you think may be relevant.

PERSONAL FINANCIAL STATEMENT

23. Annual reported income to the IRS for the past 3 calendar years:

20__ : _____
20__ : _____
20__ : _____

24. Please complete the below financial statement

ASSETS	VALUE	LIABILITIES	WHEN DUE	MONTHLY PAYMENT
Cash on Hand		Credit Card Balances		
Savings		Income Taxes Due for Current Year		
Retirement Accounts		Residence - 1st Mortgage		
Marketable Securities		Residence - 2d Mortgage		
Money Due to You from Others		Equity Loans		
Residence		Other Real Estate Loans		
Real Estate Other				
Household and Personal Goods		Other Outstanding Loans		
Ownership Interest in any Business		Other Liabilities		
Automobiles and other Motorized Vehicles (including Boats				
Other Assets:				
			NET WORTH	

ASSETS	VALUE	LIABILITIES	WHEN DUE	MONTHLY PAYMENT
TOTAL ASSETS		TOTAL LIABILITIES		

25. How much money do you have immediately available to invest in the business?

26. What is the source of these immediately available funds?

27. Have you filed for bankruptcy in the past 10 years? ☐ Yes ☐ No

28. If your answer to question 27 is “yes”, please provide the following information

- a. Date of filing: _____
- b. Date of discharge: _____
- c. Location of filing (state): _____
- d. The filing/action number
of the filing: _____
- e. Parties to the filing: _____

29. Please provide on a separate sheet any other information you think may be relevant to your financial status.

30. DISPUTE RESOLUTION

Any controversy or claim arising out of or relating to this contract, or the breach thereof, shall be settled by arbitration administered by the American Arbitration Association in accordance with its Commercial or other Arbitration Rules, and judgment on the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof. The venue of such arbitration will be in the city and state in which our then-current headquarters is located (now Springville, Utah) without regard to *forum non conveniens* considerations, and Utah law will be the choice of law used in arbitrating this matter, without regard to conflicts of laws considerations to the contrary. There will be one arbitrator, who will decide all matters relating to the controversy including whether or not arbitration is applicable. You and we agree to split the cost of the arbitrators, and each will bear that party’s own costs. As part of the award, the arbitrator will determine which of the party’s substantially prevailed in the controversy and will award that party its attorneys’ fees, expert witness fees and costs associated with the arbitration.

I CERTIFY THAT THE INFORMATION PROVIDED IN THIS CONFIDENTIAL QUESTIONNAIRE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE.

I FURTHER AGREE THAT BY SIGNING BELOW, I AGREE THAT SHOULD THE ANSWER TO ANY QUESTION CHANGE, OR SHOULD MY FINANCIAL CONDITION CHANGE IN ANY MATERIAL WAY THAT I WILL NOTIFY RINGSIDE DEVELOPMENT COMPANY D/B/A BIO-ONE COLORADO, INC WITH A WRITTEN UPDATE.

Signature

Print Name:

Date:

CREDIT AND CRIMINAL BACKGROUND CHECK RELEASE FORM

I understand that an initial and ongoing credit and criminal background check is a condition of being considered if I am to purchase a franchise from Ringside Development Company d/b/a Bio-One Colorado, Inc Group, LLC. (Ringside Development Company d/b/a Bio-One Colorado, Inc)

I consent to Ringside Development Company d/b/a Bio-One Colorado, Inc obtaining my criminal conviction history from any law enforcement agency, criminal background service provider, municipality, state, and/or the FBI. I understand that Ringside Development Company d/b/a Bio-One Colorado, Inc will obtain this information at the time I apply to become a franchisee and during the term of my franchise agreement. The criminal history record, as received from the reporting entity may include arrest and conviction data, plea bargains, deferred adjudication, as well as social security verification. It may also include information regarding driving history. I understand that I will have a limited opportunity to review the criminal history and a process is available for clarification if I dispute the record as received.

I further consent to Ringside Development Company d/b/a Bio-One Colorado, Inc obtaining my credit history from all three credit reporting agencies. I understand that Ringside Development Company d/b/a Bio-One Colorado, Inc will obtain this information at the time I apply to become a franchisee and during the term of my franchise agreement.

I hereby release and agree to indemnify Ringside Development Company d/b/a Bio-One Colorado, Inc and its officers, directors, employees and agents harmless from and against any and all liability, expense (including court cost and attorneys' fees) and claims for damage of any nature whatsoever resulting from the investigation of my background in connection with my application to, and ongoing performance as a franchisee.

I certify that the information provided in this form is true and complete. I understand that false or misleading information given in my application to purchase a franchise, any interview(s), any other documents given to Ringside Development Company d/b/a Bio-One Colorado, Inc, or on this form will render my application void, and will result in my not being able to purchase a franchise. I authorize you to make a criminal background investigation and other such investigations as are necessary in arriving at the decision to permit me to purchase a franchise.

I further understand and agree that should any criminal or credit background checks done during the term of the franchise agreement disclose any material change in my status, the same may result in the termination of my franchise.

initials

Ringside Development Company d/b/a Bio-One Colorado, Inc will keep this form on file for the term of my franchise agreement and for a period of two (2) years following its termination for any reason.

Signature: _____

Print Name: _____
 First **Middle** **Last**

Today's Date: _____

Date of Birth: _____

Social Security No.: _____

Address: _____

Driver's License No.: _____

State of Issuance: _____

TYPE OF BUSINESS:	CONTACT:
Consumer reporting agencies, creditors and others not listed below	Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 1-877-382-4357
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 1-877-382-4357
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 1-877-382-4357
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	Office of Thrift Supervision Consumer Complaints Washington, DC 20552 800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-519-4600
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Consumer Response Center, 2345 Grand Avenue, Suite 100 Kansas City, Missouri 64108-2638 1-877-275-3342
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation , Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator - GIPSA Washington, DC 20250 202-720-7051

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	pending
Illinois	pending
Indiana	pending
Maryland	pending
Michigan	pending
Minnesota	pending
New York	pending
Rhode Island	pending
South Dakota	pending
Virginia	pending
Washington	pending
Wisconsin	pending

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.

EXHIBIT I
RECEIPTS

RECEIPT

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

If Ringside Development Company d/b/a Bio-One Colorado, Inc, offers you a franchise, we must provide this disclosure document to you 14 days before you sign a binding agreement or make a payment to us or an affiliate in connection with the proposed franchise sale.

New York and Rhode Island law requires 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 Ringside Development Company d/b/a Bio-One Colorado, Inc, 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 to the New York State Department of Law, 120 Broadway, 23rd floor, New York, N.Y. 10271, and the appropriate state agency identified on Exhibit A.

Date of Issuance: April 8, 2026

The Franchisor is Ringside Development Company d/b/a Bio-One Colorado, Inc, 761 W. 1200 N., Springville UT 84663.

The franchise seller for this offering is Ben Kramer, President, 761 W. 1200 N., Springville UT 84663.

Ringside Development Company d/b/a Bio-One Colorado, Inc authorizes the respective state agencies identified in Exhibit A to receive service of process for it in the particular state.

I have received these disclosure documents dated April 8, 2026, that included the following Exhibits:

<u>Exhibit A.</u>	List of State Agencies/Agents for Service of Process
<u>Exhibit B.</u>	Franchise Agreement
<u>Exhibit C.</u>	Table of Contents
<u>Exhibit D.</u>	Current Franchisees and Franchisees that Have Left the System
<u>Exhibit E.</u>	Trademark Specific Franchisee Associations and Independent Franchisee Associations
<u>Exhibit F.</u>	State Specific Addenda
<u>Exhibit G.</u>	Financial Statements
<u>Exhibit H.</u>	Application
<u>Exhibit I.</u>	Receipts

Prospective Franchisee

Date Signed

You should return one copy of this signed and dated receipt by mailing it to Ringside Development Company d/b/a Bio-One Colorado, Inc, 761 W. 1200 N., Springville UT 84663. Keep a copy for your records.

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