

FRANCHISE DISCLOSURE DOCUMENT



HPB Foam LLC
A Pennsylvania limited liability company
2525 N. 117th Avenue, Third Floor
Omaha, NE 68164
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www.ifoam.com

We offer qualified individuals the right to operate a business that specializes in commercial and residential foam spray insulation products and services under the “iFoam” and “iFoam Insulation” marks.

The total investment necessary to begin operation of an iFoam business ranges from ~~\$172,284,164,599~~ to ~~\$265,996,255,507~~, which includes \$27,495 to \$32,495 in fees that must be paid to us or our affiliates prior to opening. We also offer qualified parties the right to enter into multiple franchise agreements at once and subsequently operate multiple iFoam businesses. The total investment necessary to operate two to three iFoam businesses is ~~\$187,284,179,599~~ to ~~\$325,966,315,507~~, which includes \$32,495 to \$72,495 in fees that must be paid to us or our affiliates prior to opening. The total investment necessary to operate four to five iFoam businesses is ~~\$237,284,229,599~~ to ~~\$385,966,375,507~~, which includes \$72,495 to \$112,495 in fees that must be paid to us or our affiliates prior to opening.

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

You may wish to receive your Disclosure Document in another format that is more convenient to you. To discuss the availability of disclosures in different formats, contact iFoam’s Home Office at 2525 N. 117th Avenue, Omaha, Nebraska 68164 or call 1 (800) 490-8991.

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

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

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

The Issuance Date of this Disclosure Document is April ~~29, 2022, as amended January 29, 2025.~~

| 20, 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 <u>Exhibit I</u> .
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 discretion. 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 <u>Exhibit E</u> included 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 iFoam 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 franchise 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 an iFoam franchisee?	Item 20 or <u>Exhibit I</u> list 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 Items 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, set forth on [Exhibit D](#) and pages (v), (vi) and (vii) of this Franchise Disclosure Document.

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 Pennsylvania. Out- of-state mediation or litigation may force you to accept a less favorable settlement for disputes. It may also cost more to mediate or litigate with the franchisor in Pennsylvania than in your own states.
2. **Mandatory Minimum Payments.** You must make mandatory minimum royalty payments or advertising contributions regardless of your sales levels. Your inability to make these payments may result in termination of your franchise and loss of your investment.
3. **Financial Condition.** The franchisor's financial condition, as reflected in its financial statements (see Item 21), calls into question the franchisor's financial ability to provide services and support to you.
4. **Spousal Liability.** Your spouse must 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.
5. **Short Operating History.** The franchisor is at an early stage of development and has a limited operating history. This franchise is likely to be a riskier investment than a franchise in a system with a longer operating history.

Certain states may require other risks to be highlighted. Check the "State Specific Addenda" set forth on Exhibit D to see whether your state requires other risks to be highlighted.

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT
REQUIRED BY THE STATE OF CONNECTICUT**

The State of Connecticut does not approve, recommend, endorse or sponsor any business opportunity. The information contained in this disclosure has not been verified by the state. If you have any questions about this investment, see an attorney before you sign a contract or agreement.

If the seller fails to deliver the products, equipment or supplies or fails to render the services necessary to begin substantial operation of the business within forty-five days of the delivery date stated in your contract, you may notify the seller in writing and demand that the contract be cancelled.

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.

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT
REQUIRED BY THE STATE OF MICHIGAN**

NOTICE

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. A prohibition on the right of a franchisee to join an association of franchisees.
- B. A requirement that a franchisee assent to a release, assignment, novation, waiver, or estoppel which deprives a franchisee of rights and protections provided in this act. This shall not preclude a franchisee, after entering into a franchise agreement, from settling any and all claims.
- C. 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.
- D. 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 which 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: (i) the term of the franchise is less than 5 years and (ii) 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, advertising or other commercial symbol in the same area subsequent to the expiration of the franchise or the franchisee does not receive at least 6 months advance notice of franchisor's intent not to renew the franchise.
- E. 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.
- F. A provision requiring that arbitration or litigation be conducted outside this state. This shall not preclude the franchises from entering into an agreement, at the time of arbitration, to conduct arbitration at a location outside this state.
- G. A provision which permits a franchisor to refuse to permit a transfer of ownership of a franchise, except for good cause. This 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:
 - i. The failure of the proposed transferee to meet the franchisor's then current reasonable qualifications or standards.
 - ii. The fact that the proposed transferee is competitor of the franchisor or sub-franchisor.

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

iv. The failure of the franchisee 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.

H. 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 of such assets if the franchisee has breached the lawful provisions of the franchise agreement and has failed to cure the breach in the manner provided in subdivision (c).

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

The fact that there is a notice of this offering on file with the attorney general does not constitute approval, recommendation or endorsement by the attorney general.

Any questions regarding the notice should be directed to the Michigan Department of Attorney General, 670 Law Building, Lansing, MI 48913, (517) 373-7117.

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.

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Exhibits

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ITEM 1
THE FRANCHISOR AND ANY PARENTS, PREDECESSORS, AND AFFILIATES

The Franchisor, HPB Foam LLC, is referred to in this Disclosure Document as “we,” “us” or “our.” “You” or “your” means the person who buys the franchise and includes your owners and principals if you are a corporation, limited liability company, or other business entity.

The Franchisor

We are a limited liability company organized under the laws of the Commonwealth of Pennsylvania on October 1, 2021. Our principal business address is 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. We conduct business under our corporate name, and the trade names and trademarks “iFoam” and “iFoam Insulation.” Our agents for service of process are listed in Exhibit A to this Disclosure Document.

We grant qualified individuals the right to operate a business that offers and sells spray foam insulation products and services to residential and commercial customers under the “iFoam” mark and “iFoam Insulation” (the “iFoam Business” or “Franchised Business”). We ~~have been franchising since~~ began offering franchises in January 2022. Other than the above services, we do not engage in any other business activities and have not offered franchises in any other line of business.

The iFoam Business

Your iFoam Business will offer residential services to customers within a defined protected territory (the “Protected Territory”) on a year-round basis. Specifically, Residential Services include: (i) new and replacement residential attic insulation services; (ii) new and replacement residential crawl space insulation services; (iii) residential blow in and removal of insulation services; and (iv) residential spray foam insulation service (collectively, the “Approved Products and Services”). You do not need any specific prior experience in these areas of service to operate an iFoam Business.

Provided that Franchisee meets Franchisor’s then-current criteria for providing Commercial Services, and is not in default of any provision of this Agreement, then Franchisee will be authorized to offer, sell, and perform, any insulation services of any building not specifically identified above as a “Residential Service” in any geographic area, inside or outside of their Protected Territory. Until such time as Franchisee becomes expressly authorized to perform the Commercial Services, Franchisee shall have no right to Commercial Services contracts within the Protected Territory, and other iFoam franchisees may perform Commercial Services within the Protected Territory using the Marks. If Franchisor grants Franchisee the right offer, sell, and perform the Commercial Services, Franchisee may offer, sell, and perform the Commercial Services in any geographic area, inside or outside of their Protected Territory, and, furthermore, if Franchisor grants another iFoam Franchisee the right to offer, sell, and perform the Commercial Services, such other iFoam Franchisee may offer, sell, and perform the Commercial Services in any geographic area, which may be inside of Franchisee’s Protected Territory for Residential Services.

Each iFoam Business operates according to our proprietary business system which includes: (a) methods to assess residential and commercial properties; (b) methods to use, provide and install the Approved Products and Services; (c) customized and proprietary software; and (d) general procedures for operating and managing an iFoam Business, including scheduling, job estimating, production of the work, and sales processes (the “System”).

You must enter into our form of franchise agreement (each, a “Franchise Agreement”), which is attached to this Disclosure Document as Exhibit B, for each iFoam Business we grant you the right to open and operate.

As a franchisee, you and your team will provide estimates for customers seeking the Approved Products and Services. When a customer places a work order, you will schedule the work order with your employees or a reputable subcontractor for installation or services. It is your responsibility to maintain a team of qualified employees or otherwise create a network of reputable subcontractors who will perform the work.

Multi-Unit Offerings

We also offer qualified parties the right to enter our Multi-Unit Addendum attached to this Disclosure Document as Exhibit C ("Multi-Unit Addendum"). Subject to the terms of the Multi-Unit Addendum, you will be granted the right to execute two or more Franchise Agreements to open and operate two (2) or more iFoam Businesses at once, each with their own Protected Territory that are typically contiguous to one another ("Multi-Unit Offering"). You will sign the Franchise Agreement attached to this Disclosure Document as Exhibit B for each Protected Territory that you are granted. Each iFoam Business will be opened and operated pursuant to its respective Franchise Agreement, but you will also need to comply with the terms and conditions set forth in our form of Multi-Unit Addendum, including, but not limited to, minimum purchasing requirements, minimum vehicle requirements, and other requirements as set forth in this Disclosure Document and the Multi-Unit Addendum (which will apply to your operation of all iFoam Businesses granted as part of your Multi-Unit Offering).

You will be required to sign all Franchise Agreements associated with your Multi-Unit Offering, as well as your Multi-Unit Addendum, at the same time. As of the issuance date of this Disclosure Document, we do not intend or expect to offer a new prospect the right to enter into a Multi-Unit Offering for more than five (5) iFoam Businesses (but we reserve the right to do so).

Parents, Predecessors and Affiliates

Our parent is JEZ Investments LLC, a Pennsylvania limited liability company organized on May 12, 2020, with a principal address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164.

We have one predecessor, I-Foam LLC, an Alabama limited liability company formed on December 14, 2011, with a principal business address at 1916 Regent Road, Prattville, AL 36066. I-Foam LLC began offering franchises to operate a commercial and residential spray foam insulation business under the name "iFoam" in 2012. I-Foam LLC has operated a commercial and residential spray foam insulation business in Prattville, Alabama, since 2012. We acquired certain assets and confidential information from iFOAM Franchise Group LLC ("iFOAM Franchise Group"), an Alabama limited liability company formed on January 16, 2021, with a principal business address at 1916 Regent Road, Prattville, AL 36066, on November 15, 2021. We also acquired one existing franchise agreement from I-Foam LLC on November 15, 2021. Historical information contained in this Disclosure Document relating to the events before November 15, 2021, represents information about I-Foam LLC. Our affiliate HPB Foam Holdings LLC is a Pennsylvania limited liability company organized on October 1, 2021, with an address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Foam Holdings LLC owns the HPB Foam Marks, confidential information, copyrights, and related intellectual property associated with the HPB Foam System. HPB Foam Holdings LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate, HorsePower Nation LLC, is a Pennsylvania limited liability company organized on May 19, 2022, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HorsePower Nation LLC engages in franchise consulting services and may provide these services to our franchisees and to franchisees of certain of our affiliates. HorsePower Nation LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate, HPB Accounting LLC d/b/a ZeeBOOKS, is a Pennsylvania limited liability company organized on June 21, 2022, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Accounting LLC engages in accounting services and may provide these services to our franchisees and to franchisees of certain of our affiliates. HPB Accounting LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate HPB Automotive Sales LLC d/b/a HPB Fleet, is a Pennsylvania limited liability company organized on January 18, 2022, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Automotive Sales LLC engages in automotive sales services and may provide these services to our franchisees and to franchisees of certain of our affiliates. HPB Automotive Sales LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate HPB Blinds and Shutters LLC d/b/a Bumble Bee Blinds (“HPB Blinds and Shutters”), is a Pennsylvania limited liability company organized on June 29, 2022, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. Since September 2022, HPB Blinds and Shutters LLC has franchised a business that offers and sells blinds and shutters installation services to residential and commercial customers under the mark “Bumble Bee Blinds”.

Our affiliate HPB Blinds and Shutters Holdings LLC, is a Pennsylvania limited liability company organized on July 11, 2022, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Blinds and Shutters Holdings LLC owns the HPB Blinds and Shutters Marks, confidential information, copyrights, and related intellectual property associated with the HPB Blinds and Shutters System. HPB Blinds and Shutters Holdings LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate HPB Fencing LLC d/b/a Stand Strong Fencing (“HPB Fencing”), is a Pennsylvania limited liability company organized on May 10, 2023, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. Since October 2023, HPB Fencing LLC has franchised a business that offers and sells fencing installation services to residential and commercial customers under the mark “Stand Strong Fencing”.

Our affiliate HPB Fencing Holdings LLC, is a Pennsylvania limited liability company organized on May 15, 2023, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Fencing Holdings LLC owns the HPB Fencing Marks, confidential information, copyrights, and related intellectual property associated with the HPB Fencing System. HPB Fencing Holdings LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate HPB Glass LLC, d/b/a Gatsby Glass (“HPB Glass”), is a Pennsylvania limited liability company organized on February 3, 2022, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. Since June 2022, HPB Glass LLC has franchised a business that offers and sells glass installation products and services to residential and commercial customers under the mark “Gatsby Glass”.

Our affiliate HPB Glass Holdings LLC, is a Pennsylvania limited liability company organized on February 4, 2022, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Glass Holdings LLC owns the HPB Glass Marks, confidential information, copyrights, and related intellectual property associated with the HPB Glass System. HPB Glass Holdings LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of

business.

Our affiliate HPB HVAC LLC, d/b/a Varsity Zone (“HPB HVAC”), is a Pennsylvania limited liability company organized on July 11, 2023, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. Since July 2024, HPB HVAC LLC franchised a business that offers and sells heating, ventilation, and air conditioning services products and services to residential and commercial customers under the mark “Varsity Zone”.

Our affiliate HPB HVAC Holdings LLC is a Pennsylvania limited liability company organized on December 26, 2023, with an address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB HVAC Holdings LLC owns the HPB HVAC Marks, confidential information, copyrights, and related intellectual property associated with the HPB HVAC System. HPB HVAC Holdings LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate HPB iFoam Omaha LLC d/b/a iFoam Insulation 105, is a Nebraska limited liability company organized on May 12, 2022, with a principal business address of 7811 S. 134th Street, Omaha, Nebraska 68138. HPB iFoam Omaha LLC is a company owned iFoam franchisee.

Our affiliate HPB Lawn Care LLC d/b/a Heroes Lawn Care (“HPB Lawn Care”) is a Pennsylvania limited liability company organized on ~~May 12, 2020~~ October 1, 2021, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. Since March 2022, HPB Lawn Care has franchised a business that offers and sells fertilization, irrigation, and pet waste removal services to residential and commercial customers under the marks “Heroes Lawn Care”, “Heroes Fertilizer Force”, “Heroes Irrigation Army”, and “Heroes Doody Duty”.

Our affiliate HPB Lawn Care Holdings LLC is a Pennsylvania limited liability company organized on October 1, 2021, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Lawn Care Holdings LLC owns the Marks, confidential information, copyrights, and related intellectual property associated with the HPB Lawn Care System. HPB Lawn Care Holdings LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate HPB Lighting LLC d/b/a Blingle! and Blingle Premier Lighting (“HPB Lighting”) is a Pennsylvania limited liability company organized on May 12, 2020, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. Since November 2021, HPB Lighting has franchised a business that offers and sells holiday lighting, installation, maintenance, and storage to residential and commercial customers under the marks “Blingle!” and “Blingle Premier Lighting” (the “Blingle! Business”).

Our affiliate HPB Lighting Holdings LLC is a Pennsylvania limited liability company organized on October 1, 2021, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Lighting Holdings LLC owns the HPB Lighting Marks, confidential information, copyrights, and related intellectual property associated with the HPB Lighting System. HPB Lighting Holdings LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate HPB Marketing LLC d/b/a Franchise Procurement (“HPB Marketing”) is a Pennsylvania limited liability company organized on May 12, 2020, with a principal business address is 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Marketing engages in franchise procurement services and may provide these services to our franchisees and to franchisees of certain of our affiliates. HPB

Marketing does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate HPB Painting LLC d/b/a Groovy Hues Peace Love Paint Powerwash (“HPB Painting”), is a Pennsylvania limited liability company organized on October 1, 2021, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. Since August 2022, HPB Painting has franchised a business that offers and sells painting and power washing services to residential and commercial customers under the mark “Groovy Hues Peace Love Paint Powerwash”.

Our affiliate HPB Painting Holdings LLC, is a Pennsylvania limited liability company organized on June 27, 2022, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Painting Holdings LLC owns the HPB Painting Marks, confidential information, copyrights, and related intellectual property associated with the HPB Painting System. HPB Painting Holdings LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

~~Our affiliate HPB Wholesale Lighting LLC (“HPB Wholesale Lighting”), is a Pennsylvania limited liability company organized on October 1, 2021, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. HPB Wholesale Lighting is a vendor of lighting inventory required to be purchased in order to operate the Blingle! Business. HPB Wholesale Lighting does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.~~

Our affiliate MDR United LLC d/b/a Mighty Dog Roofing (“MDR”) is a Pennsylvania limited liability company organized on May 12, 2020, with a principal business address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. Since November 2020, MDR has franchised a business that offers and sells roofing services to residential and commercial customers under the mark “Mighty Dog Roofing”.

Our affiliate MDR United Holdings LLC is a Pennsylvania limited liability company organized on October 1, 2021, with an address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. MDR United Holdings LLC owns the MDR Marks, confidential information, copyrights, and related intellectual property associated with the MDR System. MDR United Holdings LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Our affiliate SVHB Marketing LLC d/b/a HorsePower Brands, a Pennsylvania limited liability company organized on May 13, 2020, with a principal address of 2525 N. 117th Avenue, Third Floor, Omaha, Nebraska 68164. SVHB Marketing LLC engages in franchise administration services. SVHB Marketing LLC does not own or operate a business of the type being franchised and has never offered franchises in this or any other line of business.

Except as noted above, we do not have any parent or affiliates that: (a) offer or operate franchises in any line of business; or (b) provide products or services to System franchisees.

Market and Competition

Your iFoam Business will offer our Approved Products and Services to the public, which will include residential and commercial property owners, residential and commercial property builders, and property managers. The market for Approved Products and Services is well developed, and there will be competition from other national and regional chains and local businesses that offer spray foam insulation and similar products and services within the Protected Territory you are granted. Our Approved Products and Services

are seasonal and may be affected by climate, weather or other environmental conditions. ~~Your competitive advantage in the marketplace will be based on your adherence to our System standards and guidelines, as well as your entrepreneurial and managerial abilities and focus on customer service, in the operation of your iFoam Business.~~

Industry Specific Regulations

Your iFoam Business will be subject to laws and regulations in your state, county, or municipality regarding the operation of a insulation business, which may include laws related to licenses, permits, or certifications associated with the installation of various insulation products or operation of your iFoam Business. Various states, including Arizona, Florida, Massachusetts, and Nevada have contractors' licensing laws, which apply generally to persons defined as "contractors" under applicable law. In addition, various states including California, Florida, Georgia, Indiana, Kentucky, Louisiana, Massachusetts, Michigan, New Jersey, New York, Ohio, Oklahoma, Texas, and West Virginia have laws which regulate the terms of home improvement contracts with customers. The iFoam Business will also be subject to federal, state and local Occupational Safety and Health Administration (OSHA) and Environmental Protection Agency (EPA) regulations, and you must strictly comply with all federal, state, and local regulations regarding the use, handling, transportation, and disposal of hazardous materials.

There are federal, state and possibly local laws covering how to classify workers, for example, whether as independent contractors or employees, or as exempt or non-exempt, for different purposes, such as tax, wage and hour laws, unemployment compensation and workers' compensation. These laws and regulations can vary from state to state, city to city and at the federal level, and could affect, in some instances materially, the operation of your iFoam Business. ~~You should investigate the application of these laws further.~~

ITEM 2 **BUSINESS EXPERIENCE**

Michael McAllister: Group President

~~Michael McAllister has served as our Group President since December 2024. Since December 2025, Mr. McAllister has served as Group President for our affiliate HPB Fencing LLC of Omaha, Nebraska. Since December 2024, Mr. McAllister has served as Group President for our affiliate HPB Glass LLC of Omaha, Nebraska. From December 2024 to November 2025, Mr. McAllister has served as Group President for our affiliate HPB HVAC LLC of Omaha, Nebraska. From May 2024 until November 2024, Mr. McAllister has served as the Group President for our affiliates, HPB Lawn Care LLC and HPB Lighting LLC, each of which are located in Omaha, Nebraska. From March 2022 until November 2023, Mr. McAllister served as the Vice President of Operations for Line X of Huntsville, Alabama. From July 2019 until March 2022, Mr. McAllister served as Director of Field Operations for Profile by Sanford of Sioux Falls, South Dakota.~~

Anthony Coleman: BrandVice President

Anthony Coleman has served as our **BrandVice** President since **April 2026**. ~~From August 2025 until April 2026, Mr. Coleman served as our Brand President.~~ From April 2022 until August 2025, Mr. Coleman served as our Director of Field Operations. From July 2019 until November 2022, Mr. Coleman served as the Service Representative ~~at~~**for** Carlisle Fluid Technologies of Scottsdale, Arizona.

Keith Barnes: Director of Franchise Development

Keith Barnes has served as our Director of Franchise Development since January 2024. From September 2022 until January 2024, Mr. Barnes served as our Franchise Business Coach and National New Construction Manager. From May 2022 until September 2022, Mr. Barnes served as our Director of Franchise Development. From November 2018 until May 2022, Mr. Barnes served as a Franchise Development at Lead Developer for Signal Security88, LLC of Omaha, Nebraska.

~~Anthony "Tony" Hulbert: Chief Executive Officer~~

~~Anthony Hulbert~~Donald Conway: Managing Director

~~Donald Conway~~ has served as our ~~Chief Executive Officer~~Managing Director since ~~October 2021~~. Since ~~July 2023~~April 2026. From January 2025 until April 2026, Mr. ~~Hulbert~~Conway served as the Chief Executive OfficerPresident for us and our affiliates HPB HVAC LLC of Omaha, Nebraska. Since May 2023, Mr. Hulbert has served as the Chief Executive Officer of our affiliate, HPB Fencing LLC of Omaha, Nebraska. Since June 2022, Mr. Hulbert has served as the Chief Executive Officer of our affiliates HPB Blinds and Shutters LLC and HPB Glass LLC, each of which are located in Omaha, Nebraska. Since October 2021, Mr. Hulbert has served as the Chief Executive Officer our affiliates, HPB Lighting LLC, HPB Glass LLC, HPB Painting LLC, HPB Lawn Care LLC, MDR United LLC, and SVHB Marketing LLC d/b/a Horsepower Brands, each of which ~~are is~~ located in Omaha, Nebraska. ~~From January 2021 until September 2021, Mr. Hulbert served as the Chief Financial Officer for us and our affiliate SVHB Marketing LLC d/b/a Horsepower Brands of Omaha, Nebraska. From October 2017 until January 2021, Mr. Hulbert served as the Vice President of Sales and Marketing for LinPepCo of Lincoln, Nebraska.~~

~~Donald Conway: President~~

Donald Conway has served as our President since January 2025. Since January 2025, Mr. Conway has served as President for our affiliates HPB HVAC LLC, HPB Fencing LLC, HPB Blinds and Shutters LLC, HPB Lighting LLC, HPB Glass LLC, HPB Painting LLC, HPB Lawn Care LLC, MDR United LLC, and SVHB Marketing LLC, each of which are located in Omaha, Nebraska. From May 2023 until December 2024, Mr. Conway served as the Chief Operating Officer for us and our affiliates HPB HVAC LLC, HPB Fencing LLC, HPB Blinds and Shutters LLC, HPB Lighting LLC, HPB Painting LLC, HPB Lawn Care LLC, ~~HPB Foam LLC~~, HPB Glass LLC, MDR United LLC, and SVHB Marketing LLC d/b/a Horsepower Brands, each of which ~~are is~~ located in Omaha, ~~Nebraska~~NE. From February 2022 until April 2023, Mr. Conway served as ~~the our~~ Brand President ~~for our affiliate HPB Foam LLC of Omaha, Nebraska~~. From July 2021 until February 2022, Mr. Conway served as the Chief Financial Officer for Vio Security of Irving, Texas. From January 2016 until July 2021, Mr. Conway served as the Chief Financial Officer for Signal 88, LLC of Omaha, Nebraska.

~~Mark Stanek: Chief Operating Officer~~

~~Mark Stanek~~ has served as our Chief Operating Officer since April 2022. Since July 2023, Mr. Stanek has served as the Chief Operating Officer for our affiliate HPB HVAC LLC of Omaha, Nebraska. Since May 2023, Mr. Stanek has served as the Chief Operating Officer of our affiliate HPB Fencing LLC of Omaha, Nebraska. Since June 2022, Mr. Stanek has served as the Chief Operating Officer of our affiliates HPB Blinds and Shutters LLC and HPB Glass LLC, each of which is located in Omaha, Nebraska. Since April 2022, Mr. Stanek has served as the Chief Operating Officer of our affiliates HPB Painting LLC, HPB Lawn Care LLC, HPB Lighting LLC, MDR United LLC, and SVHB Marketing LLC d/b/a Horsepower

Brands, each of which is located in Omaha, Nebraska. From June 2021 until March 2022, Mr. Stanek served as our Brand President. From May 2019 until May 2021, Mr. Stanek served as the Chief Financial Officer for Sympateco Inc. of Omaha, Nebraska.

Michael Stillmoek: Chief Financial Officer

Michael Stillmoek has served as our Chief Financial Officer since December 2021. Since July 2023, Mr. Stillmoek has served as the Chief Financial Officer for our affiliate HPB HVAC LLC of Omaha, Nebraska. Since June 2022, Mr. Stillmoek has served as the Chief Financial Officer for our affiliate HPB Blinds and Shutters LLC and HPB Glass LLC, each of which is located in Omaha, Nebraska. Since December 2021, Mr. Stillmoek has served as the Chief Financial Officer of our affiliates HPB Lawn Care LLC, HPB Painting LLC, HPB Lighting LLC, MDR United LLC, and SVHB Marketing LLC d/b/a Horsepower Brands, each of which are in Omaha, Nebraska. From September 2021 until December 2021, Mr. Stillmoek served as the Director of Due Diligence of our affiliate SVHB Marketing LLC d/b/a Horsepower Brands of Omaha, Nebraska. From September 2021 until December 2021, Mr. Stillmoek served as the Director of Sales and On Boarding and our affiliates MDR United LLC and SVHB Marketing LLC d/b/a Horsepower Brands, each of which is located in Omaha, Nebraska. From June 2019 until August 2021, Mr. Stillmoek served as an Audit Manager for KPMG of Omaha, Nebraska.

Laura Vodvarka: Chief Marketing Officer

Laura Vodvarka has served as our Chief Marketing Officer since September 2023. Since September 2023, Mrs. Vodvarka has served as the Chief Marketing Officer for us and our affiliates HPB HVAC LLC, HPB Fencing LLC, HPB Blinds and Shutters LLC, HPB Glass LLC, HPB Lighting LLC, HPB Painting LLC, HPB Lawn Care LLC, MDR United LLC, and SVHB Marketing LLC d/b/a HorsePower Brands, each of which are located in Omaha, Nebraska. From January 2023 until September 2023, Mrs. Vodvarka served as the President of Customer Experience of our affiliate SVHB Marketing LLC of Omaha, Nebraska. From May 2022 until December 2022, Mrs. Vodvarka served as our Brand President. From November 2020 until May 2022, Mrs. Vodvarka served as the Director of Franchise Development and Marketing for Clear Summit Group of Ontario, Toronto. From September 2007 until November 2020, Mrs. Vodvarka served as the Vice President of Innovation for Signal 88 of Omaha, Nebraska.

ITEM 3
LITIGATION

Pending Actions: *None*

Concluded Actions:

1. Schaefer, et al. v. HPB Foam LLC et al. (E.D.Pa. No. 2:24-cv-06298). On November 25, 2024, Plaintiffs Werner Schaefer, Leah Schaefer, and Shepherd International Innovations, Inc. (a former iFoam franchisee) filed a civil action in the U.S. District Court for the Eastern District of Pennsylvania (the "Initial Complaint") against us, complaint against HPB Foam LLC, our parent company SVHB Marketing LLC d/b/a HorsePower Brands, affiliated entities, and individual executives Josh Skolnick, Zach Beutler, and Tony Hulbert (collectively, the "HPB Parties"), in the U.S. District Court for the Eastern District of Pennsylvania, (the "Complaint"). On March 7, 2025, Plaintiffs filed an Amended Complaint. Both the Initial Complaint and the (the "Amended Complaint" alleged fraud and intentional misrepresentation, negligent misrepresentation, breach of contract and the implied covenant of good faith and fair dealing, and violations of the Texas Deceptive Trade Practices Act and the Pennsylvania Unfair Trade Practices and Consumer Protection Law. Plaintiffs sought rescission of their franchise agreements, monetary damages, declaratory judgment, and reasonable attorneys' fees and costs,"). On April 4, 2025, the HPB

Parties filed a motion to dismiss the Amended Complaint (the "~~u~~"Motion to Dismiss"). ~~On~~ and on July 8, 2025, the Court granted the Motion to Dismiss ~~in part. The Court dismissed all claims with prejudice against our parent company as to~~ SVHB Marketing LLC d/b/a HorsePower Brands, affiliated entities, and individual executives Josh Skolnick, Zach Beutler, and Tony Hulbert. ~~The Court also dismissed and several claims against us, HPB Foam LLC, including any claims to with prejudice. On March 3, 2026, all claims were settled between the parties and a voluntary dismissal with prejudice was granted by the Court dismissing the extent Plaintiffs relied on any fraud or misrepresentations outside Complaint and all claims against the Franchise Disclosure Document or the Franchise Agreements, as set forth in the Court's ruling. The remaining claims pending against HPB Foam LLC are (i) breach of contract, (ii) implied covenant of good faith and fair dealing, (iii) fraud and intentional misrepresentation, and (iv) negligent misrepresentation, to the extent such claims concern alleged conduct relating to the Franchise Disclosure Document or the Franchise Agreements and are not otherwise barred, as set forth in the Court's ruling. The litigation is pending, and no determination has been made. HPB Foam LLC denies the allegations and is vigorously defending the case.~~Parties.

~~Concluded Actions: None~~

Material Civil Actions During the Prior Fiscal Year involving our Parent, Affiliates and Certain Item 2 persons:

1. Beutler Holdings, LLC and Zachery Beutler v. Joshua Skolnick, Skolnick Holdings, LLC, and JEZ Investments, LLC (American Arbitration Association, Omaha, Nebraska). On December 8, 2025, Beutler Holdings, LLC and Zachery Beutler (collectively, the "Claimants") filed a demand for arbitration with the American Arbitration Association in Omaha, Nebraska against Joshua Skolnick, Skolnick Holdings, LLC, and JEZ Investments, LLC (collectively, the "Respondents"). The arbitration arises out of disputes concerning the governance, ownership interests, and operation of JEZ Investments, LLC. The Claimants assert claims for fraudulent misrepresentation, declaratory judgment, minority oppression, breach of the fiduciary duty of good faith and fair dealing, breach of the fiduciary duty of care, statutory dissolution, and breach of the second operating agreement. The Claimants seek, among other relief, rescission of the second operating agreement, monetary damages in an unspecified amount, declaratory relief regarding ownership interests, dissolution of JEZ Investments, LLC, and reasonable attorneys' fees and costs. The Respondents deny the allegations and contend that the claims are barred by, and subject to, the terms of the governing operating agreement. The arbitration is pending, and no determination has been made. The Respondents plan to vigorously defend against this arbitration demand.

Other than the actions disclosed above, no litigation is required to be disclosed in this Item.

ITEM 4
BANKRUPTCY

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

ITEM 5
INITIAL FEES

Territory Fee. You must pay Franchisor a lump sum territory fee (the "Territory Fee") in an amount equal to the greater of: (i) Fifteen Thousand Dollars (\$15,000.00); or (ii) the sum of One Hundred Dollars (\$100.00) per 1,000 general population in the Protected Territories. Each 200,000 of general population shall be considered one (1) "Protected Territory".

The Territory Fee is due on the “Commencement Date”, or the first day of the calendar month that is four (4) full calendar months after the month in which you executed the Franchise Agreement. (For illustration, if you sign the Franchise Agreement on January 12th, the Commencement Date will be June 1st). The Territory Fee shall be deemed fully earned and non-refundable upon payment, in consideration of administrative and other marketing, sales, and expenses Franchisor incurs in granting the franchise, including fees and expenses paid by Franchisor to third-party networks, consultants, and brokers.

In the event that you are an existing franchisee of one of our current or future affiliates, your Initial Franchise Fee may be discounted, at Franchisor’s discretion.

All fees and expenses described in this Item 5 are non-refundable. Except as otherwise indicated in the chart above, we expect to uniformly impose all fees and expenses listed for all franchisees who purchase a franchise under this Disclosure Document, and they are payable to us in a lump sum and are deemed fully earned upon receipt by us.

Brand Marketing Fee. Within forty-five (45) days after execution of the Franchise Agreement, you must pay us, or an affiliate (as we designate), a brand marketing fee (“Brand Marketing Fee”) of \$2,500. The Brand Marketing Fee covers the costs of creation, production and distribution of brand marketing assets, strategies and other materials or activities in any medium, which may include, but not limited to, the internet, social media, search engine optimization, video production, photography, campaign development and related advertising or marketing expenses, including administration expenses, in accordance with our brand standards and specifications, as more fully set forth in our Operations Manual. If you purchase more than one (1) Protected Territory you are only required to pay one (1) Brand Marketing Fee. This is a one-time fee.

Tuition Fee. Within forty-five (45) days after execution of the Franchise Agreement, you must pay us our then current initial training Tuition Fee (defined herein) of \$4,995 to attend our Initial Training Program (defined herein), for you, your Designated Manager (if applicable), and any other staff or personnel you designate. This is a one-time fee. The Tuition Fee covers the costs of training during the Initial Training Program. If you purchase more than one (1) Protected Territory, you are only required to pay one Tuition Fee for the Initial Training Program for you and up to two (2) additional attendees. See Item 11 for more details.

ZeePartnerships Fee. Within forty-five (45) days after execution of the Franchise Agreement, you must pay to us a one-time zeepartnerships fee (the “ZeePartnerships Fee”) of \$5,000. The ZeePartnerships Fee covers the costs of building, developing, and maintaining national and regional strategic partnerships that assist in promoting brand awareness and creating lead generation opportunities. If you purchase more than one (1) Protected Territory, you are only required to pay one ZeePartnerships Fee.

Except as described above, all the fees described in Item 5 are paid in a lump sum and are uniformly calculated and imposed.

ITEM 6
OTHER FEES

THE AMOUNTS SET FORTH BELOW IN THIS ITEM 6 ARE SUBJECT TO CHANGE.

TYPE OF FEE	AMOUNT	DUE DATE	REMARKS
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Monthly Franchise Fee	The greater of (i) \$3,000 per month; or (ii) \$3.00 per 1,000 general population in each Protected Territory.	Monthly via Electronic Funds Transfer from your bank account.	See Notes 1 and 2
Late Payment	The then-current late fee. Currently, \$100 per incident plus 1½% interest per month, or maximum allowed by law.	When payment is past due.	See Note 3
Initial Training	The then-current initial training Tuition Fee. Currently the Tuition Fee is \$4,995 and covers the costs of training during the Initial Training Program, for you, your Designated Manager (if applicable), and any other staff or personnel that you designate.	Within forty-five (45) days after execution of the Franchise Agreement.	See Note 4
Renewal Fee	20% of the then-current Territory Fee that is being renewed.	Upon signing new franchise agreement.	See Note 5
Transfer Fee	20% of the then-current Territory Fee that is being transferred, subject to state law.	Prior to the time of the transfer.	See Note 6
Attorneys' Fees and Costs	Reimbursement for our actual fees and costs.	Upon receipt of bill.	See Note 7
Software Updates	Actual costs of updated software programs and training (if applicable).	Upon receipt of bill.	See Note 8
Audit Costs	Actual costs of audit.	Upon receipt of bill.	See Note 9
Taxes on Payments	Actual costs of taxes imposed on payments.	As incurred.	See Note 10
Indemnification	Actual costs of indemnification.	Upon receipt of bill.	See Note 11
Insurance Reimbursement	Cost to obtain and maintain required insurance under the Franchise Agreement, plus a service fee (if we are forced to obtain the required insurance for you on your behalf).	As incurred.	See Note 12
Termination/Expiration Expenses	The costs and expenses you incur in complying with your post-termination/expiration obligations under the Franchise Agreement.	Upon receipt of bill.	See Note 13
Termination Fee	The then-current Termination Fee Currently, the Termination Fee is the lesser of: (i) monthly Franchise Fee	As Incurred	See Note 14

	for a period of, or multiplied by, twenty four (24) months; or (ii) the remainder of the monthly Franchise Fees due to Franchisor for the remainder of the Term of the Franchise Agreements.		
Cease Operations Fee	The then-current Cease Operations Fee. Currently the Cease Operations Fee is monthly payment by Franchisee to Franchisor in an amount equal to fifty percent 50% of the Monthly Franchise Fee	As Incurred	See Note 15
Liquidated Damages	Will vary depending on the circumstances.	As incurred.	See Note 16
Brand Marketing Fee	The then-current Brand Marketing Fee Currently, the Brand Marketing Fee is \$2,500.	Within forty-five (45) days after execution of the Franchise Agreement.	See Note 17

Explanatory Notes:

1. General. The table above provides recurring or isolated fees or payments that you must pay to us or our affiliates (as we designate) or that we or our affiliates impose or collect in whole or in part on behalf of a third party or that you are required to spend by the Franchise Agreement. All fees and expenses described in this Item 6 are non-refundable. Except as otherwise indicated in the chart above, we expect to uniformly impose all fees and expenses listed for all franchisees who purchase a franchise under this Disclosure Document, and they are payable to us and are fully earned upon receipt by us.

1.1 Manner of Payment. All sales and work orders must be inputted into the POS System. With the exception of the Territory Fee, you must pay all fees and other amounts owed to us and/or our affiliates through an electronic funds transfer program (the “EFT Program”), under which we automatically deduct all payments owed to us and/or our affiliates, from the bank account you provide to us for use in connection with EFT Program (the “EFT Account”). You must immediately deposit all revenues from operations of your iFoam Business into this bank account within two (2) days upon receipt, including cash, checks, and credit card receipts. Upon execution of the Franchise Agreement, you must provide us with: (i) your bank’s name, address, and account number; and (ii) a voided check from the bank account. You must immediately notify us of any change in your banking relationship, including any change to the EFT Account. Franchisee must also provide Franchisor with necessary credit card information as a back-up in the event that the EFT fails or is denied. Franchisee must authorize Franchisor to charge such credit card in the event of an EFT denial or failure. Contemporaneous with the execution of the Franchise Agreement, Franchisee shall sign and provide to Franchisor and Franchisee’s credit card company, all documents, including Franchisor’s form of Credit Card Authorization Form attached as Exhibit C to the Franchise Agreement, necessary to effectuate Franchisor’s ability to charge Franchisee’s credit card for any fees owed in the event of an EFT denial or failure.

2. Monthly Franchise Fee. You must pay us a monthly franchise fee (the “Franchise Fee”) deducted

via the EFT Program in an amount equal to the greater of: (i) Three Thousand Dollars (\$3,000) per month; or (ii) Three Dollars (\$3.00) per 1,000 general population in each Protected Territory.

The monthly Franchise Fee is due on the Commencement Date and each month thereafter during the Term of this Agreement. Failure to pay the required monthly Franchise Fee constitutes a material breach of your obligations under the Franchise Agreement. In addition to any and all other remedies available to Franchisor under this Agreement (including Franchisor's right to terminate) and applicable law, if Franchisee does not pay to Franchisor the required Franchise Fee, Franchisor has the right to reduce, modify or eliminate the Protected Territory rights granted to Franchisee under this Agreement as an alternative remedy option.

If you are a party to more than one Franchise Agreement, you will not be required to pay a separate Monthly Franchise Fee under each Applicable Franchise Agreement. You will only be required to pay a single Franchise Fee regardless of the number of Applicable Franchise Agreements executed or total population, equal to the greater of: (i) Three Thousand Dollars (\$3,000) per month; or (ii) Three Dollars (\$3.00) per 1,000 total combined general population across all Protected Territories.

If Franchisee elects to renew the Franchise Agreement after the expiration of the Term (which renewal is subject to Franchisee's compliance with the renewal conditions set forth in the Franchise Agreement) the Franchise Fee may be increased for the renewal term; provided, however, the increase for the first year of the renewal term will be limited to a ten percent (10%) increase over the Franchise Fee due during the last year of the Term (except as otherwise provided in any renewal agreement).

3. **Late Payment.** If you fail to timely pay your Franchise Fee or other fee owed to us (under the Franchise Agreement or otherwise), then you are subject to our then-current late fee, currently of \$100 per incident plus 1.5% interest per month of the unpaid balance, or the maximum permitted by law, whichever is greater. We reserve the right to change the amount (not to exceed a 10% increase), scope, or manner of payment of the Late Payment, including the party to whom payment is made, at any time upon providing reasonable notice (which need not exceed 30 days).

4. **Initial Training.** As noted in Item 5, within forty-five (45) days after execution of the Franchise Agreement, you must pay us our then current initial training tuition fee ("Tuition Fee") to attend our initial training program (the "Initial Training Program"), for you, your Designated Manager (if applicable), and any other staff or personnel that you designate. As of the date of this Disclosure Document, the current Tuition Fee for the Initial Training Program is \$4,995. We reserve the right to change the amount (not to exceed a 10% increase), scope, or manner of payment of the Tuition Fee and Assistance Training Fee, including the party to whom payment is made, at any time upon providing reasonable notice (which need not exceed 30 days). The Tuition Fee covers the costs of training during Initial Training Program, however, the Tuition Fee does not include travel expenses, meals outside of the formal Initial Training Program hours, and other living or miscellaneous expenses you may incur during the time of training. Except as expressly set forth above or herein, you are responsible for all out-of-pocket expenses (including travel costs, if any) incurred in connection with your and any of your personnel's attendance at the Initial Training Program. ~~We reserve the right to change the amount (not to exceed a 10% increase), scope, or manner of payment of the Tuition Fee and Assistance Training Fee, including the party to whom payment is made, at any time upon providing reasonable notice (which need not exceed 30 days).~~

5. **Renewal Fee.** Before we will approve the renewal of your Franchise Agreement, you must pay us a

renewal fee equal to 20% of the then-current Territory Fee. The renewal fee will not exceed \$30,000. We have a number of additional conditions that you must meet in order to renew your Franchise Agreement, including without limitation: (i) providing us with written notice of your intent to renew no less than 6 months prior to the expiration of the term of the then-current Franchise Agreement; (ii) executing our then-current form of Franchise Agreement, the terms of which may materially differ from your current agreement; (iii) substantially complying with your Franchise Agreement during the existing term; and (iv) executing our prescribed form of general release in favor of us. See Item 17 in this Disclosure Document for additional information regarding renewal.

6. Transfer Fee. You must pay us a transfer fee equal to 20% of the then-current Territory Fee per Protected Territory that is being transferred to transferee, subject to state law. The transfer fee will not exceed \$30,000, subject to state law. In the event you transfer multiple Protected Territories at once, we reserve the right, but have no obligation, to reduce the transfer fee for any of the Protected Territories being transferred, and by any amount. If a third-party broker locates the transferee, you will also be solely responsible for any broker fees associated with the transfer. There are other conditions for transfer and all conditions must be met before the transfer is approved by us. Provided certain conditions are met, we will not charge you a transfer fee if you are an individual and transfer ownership to a corporation or limited liability company that you control. See Item 17 in this Disclosure Document for additional information regarding transfer.

7. Attorneys' Fees and Costs. If we prevail in any action or other legal/administrative proceeding brought against you arising out of the Franchise Agreement or any other agreement with us, you must reimburse us for our reasonable attorneys' fees and other costs paid that we incurred in such proceedings in the event we prevail. If you bring any legal action to interpret or enforce the terms of the Franchise Agreement or any other agreement with us, and your claim in such action is denied or the action is dismissed, then we are entitled to recover our reasonable attorneys' fees, and all other reasonable costs and expenses incurred in defending the matter, and to have such an amount awarded as part of the judgment in the proceeding.

8. Software Updates. You must purchase all updates for your third-party software programs, as sent to you by the software provider(s). We may also send you software updates, as we deem necessary in our sole discretion, or other materials that we may develop in connection with the System or System software that we require you to purchase.

9. Audit Costs. You must maintain, for at least five (5) fiscal years from their preparation, full, complete accurate records of all sales, marketing activities, contracts, estimates, authorizations, receipts, payroll and accounts payable and any other documents and records used in connection with the Franchised Business, in accordance with the standard accounting system described by the Franchisor in the Operations Manual or otherwise specified in writing. You must also provide Franchisor with access to the information generated by any software Franchisor requires you to use in connection with its accounting, reporting, disclosure, and otherwise obligations under this Agreement, accounting or bookkeeping software, and Franchisor's proprietary software provider. Franchisor has the right to disclose data derived from the reports you furnish. You must provide Franchisor any other data, information, and supporting records that Franchisor designates from time to time, including all reports set forth in the Operations Manual. You must also send Franchisor monthly financial reporting statements, records, and information, as required by Franchisor, by the 21st of the following month.

10. Taxes on Payments. In the event any taxing authority, wherever located, imposes any future tax, levy or assessment on any payment Franchisee makes to us, Franchisee must, in addition to all payments due to us, pay such tax, levy or assessment.

11. Indemnification. You are solely responsible for and must indemnify and hold us harmless for all loss, damage, claims or demands arising out of, or related to, the operation of your iFoam Business, including warranty claims. Your indemnification obligations are described more fully in the Franchise Agreement.

12. Insurance Reimbursement. You must obtain and maintain certain insurance in connection with your iFoam Business from our designated vendor. If you fail to obtain the required levels of insurance, we may obtain such insurance on your behalf and require that you reimburse us for the costs associated with obtaining this insurance for you, as well as pay us a service fee in connection with obtaining this insurance. Additionally, you agree not to permit any third-party subcontractor to perform any work or offer any services on your behalf unless such subcontractor maintains insurance coverage in such amounts and types as we require you to maintain, with the specific addition that subcontractors cannot exclude principals from its Workers' Compensation coverage and that liability policies name us as an additional insured. You agree to maintain evidence that such insurance by subcontractors is in effect and to provide such proof of insurance as we may require, in our sole discretion, from time to time. See Item 8 for more information regarding our insurance requirements. We have the sole right, exercisable at any time and upon notice, to designate a vendor or supplier, which may include one of our affiliates, from whom you must purchase all insurance policies required by Franchisor to operate the iFoam Business.

13. Post-Termination or Post-Expiration Expenses. Upon termination, expiration, non-renewal, and/or transfer of the Franchise Agreement, you are responsible for the costs associated with de-identifying yourself and your iFoam Business from the iFoam System. Additionally, we may elect to take steps to modify, alter or de-identify your iFoam Business. If we do so, you must also reimburse us for our costs and expenses.

14. Termination Fee. Franchisee may terminate the Franchise Agreement at any time during the Term upon: (i) written notification by Franchisee to Franchisor of termination of the Franchise Agreement and the rights granted hereunder; and (ii) lump sum payment by Franchisee to Franchisor in an amount equal to the lesser of either: (a) monthly Franchise Fee for a period of, or multiplied by, twenty four (24) months; or (b) the remainder of the monthly Franchise Fees due to Franchisor for the remainder of the Term of the Franchise Agreements. Notwithstanding the above, the post-term covenants set forth in Section 17 of the Franchise Agreement shall be valid and enforceable by and against Franchisor and Franchisee, upon the occurrence of a termination of the Franchise Agreements by Franchisee.

15. Cease Operations Fee. Franchisee may temporarily suspend operation of the Franchised Business, and the obligations of Franchisor and Franchisee under the Franchise Agreement, at any time during the Term, upon: (i) written notification by Franchisee to Franchisor of the suspension of operation of the Franchised Business; and (ii) monthly payment by Franchisee to Franchisor in an amount equal to fifty percent 50% of the monthly Franchise Fee, for the remainder of the Term of the Franchise Agreements unless terminated prior to the expiration of the Term of the Franchise Agreements or as mutually agreed by the Parties. Notwithstanding the above, Franchisee shall be required to maintain certain basic software or communication programs as required by Franchisor, including, but not limited to one (1) Microsoft user license during the duration of the suspended or ceased operation of the Franchised Business, and Franchisee shall be fully responsible for administration and payment for such programs.

16. Liquidated Damages. If the Franchise Agreement is terminated as a result of Franchisee's default before the expiration of the Term, it would be impossible to calculate with reasonable precision the losses that would be incurred by Franchisor because of the unpredictability of future business

conditions, inflationary prices, the impact on Franchisor's reputation from having closed a franchised business, Franchisor's ability to replace the Franchised Business in the same market and other factors. Accordingly, if the Franchise Agreement is terminated as a result of any default by Franchisee, Franchisor will be entitled to recover as liquidated damages, and not as a penalty, an amount equal to the monthly Franchise Fee multiplied by twenty-four (24) full calendar months. Notwithstanding anything contained herein to the contrary, if a court determines that this liquidated damages provision is unenforceable, then Franchisor may pursue all other available remedies.

17. **Brand Marketing Fee.** As noted in Item 5, within forty-five (45) days after execution of the Franchise Agreement, you must pay us or our affiliate (as we designate) a Brand Marketing Fee of \$2,500. We reserve the right to change the amount (not to exceed a 10% increase), scope, or manner of payment of the Brand Marketing Fee, including the party to whom payment is made, at any time upon providing reasonable notice (which need not exceed 30 days).

ITEM 7 **ESTIMATED INITIAL INVESTMENT**

A. YOUR ESTIMATED INITIAL INVESTMENT FOR A SINGLE IFOAM FRANCHISED BUSINESS IN A SINGLE PROTECTED TERRITORY

Type of Expenditure	Amount		Method of Payment	When Due	Payment Payable
	Low	High			
Territory Fee ⁽¹⁾	\$15,000	\$20,000	Lump Sum	Commencement Date	Us
Insurance (90 days) ⁽²⁾	\$10,000	\$15,000	As Arranged	Before opening.	Designated Vendor
Tuition Fee ⁽³⁾	\$4,995	\$4,995	Lump Sum	Within forty-five (45) days after execution of the Franchise Agreement.	Us
Opening Package ⁽⁴⁾	~~\$19,210~~ 17,710	~~\$24,980~~ 21,260	Lump Sum	Before opening.	Approved Suppliers, Designated Vendors or Third-Party Providers
Rent & Utilities (90 days) ⁽⁵⁾	\$10,000	\$20,000	As Incurred	Before opening.	Landlord / Utility Providers
Vehicles ⁽⁶⁾	~~\$76,079~~ 72,394	~~\$87,491~~ 83,252	As Incurred	As required by Suppliers or Us or affiliate.	Approved Suppliers, which may include Us or an affiliate
Licenses Certificates and Permits ⁽⁷⁾	\$0	\$5,000	As Incurred	Before opening.	Licensing Authorities
Professional Fees ⁽⁸⁾	\$1,000	\$10,500	As Incurred	Before opening.	Third-Party Providers

					(Attorneys / Accountants)
~~Computer System~~ ⁽⁴⁹⁾	~~\$2,500~~	~~\$2,500~~	~~As Incurred~~	~~Before Opening~~	~~Third Party Providers~~
Dues and Subscriptions ⁽⁴⁹⁹⁾	\$0	\$1,000	Lump Sum	Before opening.	Business and Construction or Contracting Associations
Leasehold Improvements ⁽⁴⁺¹⁰⁾	\$0	\$15,000	As Incurred	Before opening.	Landlord or Third-Party Providers
Brand Marketing Fee ⁽⁴²¹¹⁾	\$2,500	\$2,500	Lump Sum	Within forty-five (45) days after execution of the Franchise Agreement.	Us or ~~a~~ affiliate
Marketing and Advertising Expense ⁽⁴⁺¹²⁾	\$6,000	\$12,000	As Incurred	After opening	Third-Party Providers
ZeePartnerships Fee ⁽⁴⁴¹³⁾	\$5,000	\$5,000	~~As Incurred~~ ~~Lump Sum~~	Within forty-five (45) days after execution of the Franchise Agreement.	Us
Additional Funds (90 days) ⁽⁴⁺¹⁴⁾	\$20,000	\$40,000	As Incurred	After opening.	Employees, Suppliers, etc.
Total ⁽⁴⁶¹⁵⁾	~~\$172,284,164,599~~	~~\$265,966,255,507~~			

Explanatory Notes:

Generally. The Chart above assumes that you operate your iFoam Business from a leased commercial office/warehouse or flex space of approximately 1,500 to 3,500 square feet. All fees and payments described above are non-refundable, unless otherwise stated or permitted by the payee. Actual costs will vary for each franchise location depending on several factors, including market condition and the geographic location of your iFoam Business.

1. **Territory Fee.** As noted in Item 5 above, you must pay Franchisor a lump sum Territory Fee in an amount equal to the greater of: (i) Fifteen Thousand Dollars (\$15,000.00); or (ii) the sum of One Hundred Dollars (\$100.00) per 1,000 general population in the Protected Territories. Each 200,000 of general population shall be considered one (1) "Protected Territory". The low estimate above reflects the minimum cost and would assume that your Protected Territory encompasses less than 150,000 in general population, while the high estimate above reflects the costs for an area that would encompass 200,000 in general population.
2. **Insurance (90 days).** We estimate that your initial insurance deposit will be approximately \$10,000 to \$15,000 and will include coverage for general liability/pollution liability/professional liability, commercial auto/equipment, and worker's compensation (state specific). You should check with the designated vendor for actual premium quotes and costs, as well as the actual cost of the deposit. The cost of coverage will vary based upon the area in which your iFoam Business will be located, your experience with the insurance carrier, your loss experience, your level of sales and other factors beyond our control. You should also check with our designated vendor or other insurance agent or broker regarding any additional insurance that you may want to carry. See Item 8 for additional required insurance

information.

3. **Tuition Fee.** As noted in Item 5, within forty-five (45) days after execution of the Franchise Agreement, you must pay us our then-current initial training Tuition Fee to attend our Initial Training Program, for you, your Designated Manager (if applicable) and any other staff or personnel that you designate. As of the date of this Disclosure Document, the current Tuition Fee for the Initial Training Program is \$4,995. The Tuition Fee covers the costs of training during the Initial Training Program, however, the Tuition Fee does not include travel expenses, meals outside of the formal Initial Training Program hours, and other living or miscellaneous expenses you may incur during the time of training. See Note 4 in Item 6. Please see Item 11 of this Disclosure Document for additional information.

4. **Opening Package.** Prior to opening, you must purchase from our Approved Suppliers, Designated Vendors (as we designate), or Third-Party Providers, the required Opening Package, which includes items such as the Computer System (see Item 11 for more details), promotional materials, ~~including~~ brochures, yard signs, apparel, and other equipment, tools, and supplies related to the operation of your iFoam Business. We estimate that that full purchase price of the entire Opening Package is approximately ~~\$19,210~~ \$17,710 to ~~\$24,980~~ \$21,260. We reserve the right to modify the components, standards and/or specifications of this Opening Package, which may modify the total costs associated with this Opening Package. If you purchase more than one (1) Protected Territory, you are only required to purchase one Opening Package.

5. **Rent and Utilities.** You must operate the iFoam Business from an approved facility that meets our current standards and specifications. You may use either a home office or leased commercial property as your Approved Location, however, if you elect to utilize a leased commercial property as your Approved Location, such proposed location must be large enough to store your equipment, tools and supplies. The figures above assume that you will rent approximately 1,500 to 3,500 square feet of commercial office/warehouse or flex space. Utilities includes electric, water, and other utilities for your commercial office or warehouse. Rent and Utilities may vary depending on geographic location, size, length of lease and general market conditions. Lease security deposits will vary depending upon several different factors, such as occupancy rate, location, length of lease, personal vs. corporate signature, and your personal financial history. Our low and high estimates represent a security deposit and three (3) months' rent and assumes minimal office modifications or improvements. Pre-paid rent is generally non-refundable while security or other deposits may be refundable either in full or in part depending upon your lease or rental contract.

6. **Vehicles.** You are required to acquire the following vehicles: one (1) Sales Truck, one (1) Install Truck, one (1) Fiber Trailer, and one (1) Spray Trailer, as designated by our standards. The required vehicles must be upfitted with our Proprietary Mark vehicle wraps and certain equipment, tools, and supplies, including any required equipment to be used in the operation of your iFoam Business. You must procure the required vehicles and equipment prior to commencing operations of your iFoam Business, from an Approved Supplier, which may be us or an affiliate.

The "low" and "high" estimates above reflect the initial costs to finance or lease the required vehicles, as set forth below:

<u>Initial Costs for Sales Truck</u>	Low	High
Vehicle Cost *including cost to wrap and otherwise upfit to system standards	~~\$55,430~~ <u>\$72,600.00</u>	~~\$63,744.50~~ <u>\$83,490.00</u>

Deposit (20%)	~~11,086~~ <u>\$14,520.00</u>	~~12,748.90~~ <u>\$16,698.00</u>
Amount Financed or Leased	~~44,344~~ <u>\$58,080.00</u>	~~50,995.60~~ <u>\$66,792.00</u>
Term in Months	60	60
Rate	7.00%	7.00%
Per Month	~~\$878.06~~ <u>\$1,150.05</u>	~~\$1,009.77~~ <u>\$1,322.56</u>
3 Month Payment	~~\$2,635~~ <u>\$3,451.00</u>	~~\$3,030~~ <u>\$3,968.00</u>
Total Vehicle Cost (first 3 months + deposit)	~~\$13,721~~ <u>\$17,971.00</u>	~~\$15,778.90~~ <u>\$20,666.00</u>
Initial Costs for Install Truck	Low	High
Vehicle Cost *including cost to wrap and otherwise upfit to system standards	~~\$55,430~~ <u>\$72,600.00</u>	~~\$63,744.50~~ <u>\$83,490.00</u>
Deposit (20%)	~~11,086~~ <u>\$14,520.00</u>	~~12,748.90~~ <u>\$16,698.00</u>
Amount Financed or Leased	~~44,344~~ <u>\$58,080.00</u>	~~50,995.60~~ <u>\$66,792.00</u>
<u>Term in Months</u>	<u>60</u>	<u>60</u>
<u>Rate</u>	<u>7.00%</u>	<u>7.00%</u>
<u>Per Month</u>	<u>\$1,150.05</u>	<u>\$1,322.56</u>
<u>3 Month Payment</u>	<u>\$3,451.00</u>	<u>\$3,968.00</u>
-	-	-
<u>Total Vehicle Cost</u> (first 3 months + deposit)	<u>\$17,971.00</u>	<u>\$20,666.00</u>
Initial Costs for Fiber Trailer	Low	High
Vehicle Cost *including cost to wrap and otherwise upfit to system standards	<u>\$ 58,134.44</u>	<u>\$66,854.61</u>
<u>Deposit (20%)</u>	<u>\$11,626.89</u>	<u>\$13,370.93</u>
<u>Amount Financed or Leased</u>	<u>\$46,507.55</u>	<u>\$53,483.68</u>
Term in Months	60	60
Rate	7.00%	7.00%
Per Month	~~\$878.06~~ <u>\$920.91</u>	~~\$1,009.77~~ <u>\$1,059.04</u>
3 Month Payment	~~\$2,763~~ <u>\$5.00</u>	~~\$3,030~~ <u>\$178.00</u>
-	-	-
<u>Total Vehicle Cost</u>	<u>\$13,721.00</u>	<u>\$15,778.90</u>
Fiber Trailer	Low	High
Vehicle Cost *including cost to wrap and otherwise upfit to system standards	<u>\$60,875.04</u>	<u>\$70,006.30</u>
<u>Deposit (20%)</u>	<u>12,175.01</u>	<u>14,001.26</u>

Amount Financed or Leased	48,700.03	56,005.04
Term in Months	60	60
Rate	7.00%	7.00%
Per Month	\$964.32	\$1,108.97
3 Month Payment	\$2,893.00	\$3,327.00
Total Vehicle Cost (first 3 months + deposit)	~~\$15,068.01~~ 14,389.89	~~\$17,328.26~~ 16,548.93
Initial Costs for Spray Trailer	Low	High
Vehicle Cost *including cost to wrap and otherwise upfit to system standards	~~\$135,628.00~~ \$89,137.44	~~\$155,972.20~~ 102,508.06
Deposit (20%)	~~27,125.60~~ \$17,827.49	~~31,194.44~~ \$20,501.62
Amount Financed or Leased	~~108,502.40~~ \$71,309.95	~~124,777.76~~ \$82,006.44
Term in Months	60	60
Rate	7.00%	7.00%
Per Month	~~\$2,148.48~~ 1,412.02	~~\$2,470.75~~ 1,623.83
3 Month Payment	~~\$6,446.44~~ 2,37.00	~~\$7,413.44~~ 872.00
Total Vehicle Cost (first 3 months + deposit)	~~\$33,571.60~~ 22,064.49	~~\$38,607.44~~ 25,373.62
Initial Costs for all vehicles Combined	Low	High
Vehicle Cost *including cost to wrap and otherwise upfit to system standards	~~\$307,363.04~~ 292,471.88	~~\$353,467.50~~ 336,342.66
Deposit (20%)	~~61,472.61~~ \$58,494.38	~~70,693.50~~ \$67,268.53
Amount Financed or Leased	~~245,890.43~~ \$233,977.50	~~282,774.00~~ \$269,074.13
Term in Months	60	60
Rate	7.00%	7.00%
Per Month	~~\$4,868.93~~ 33.03	~~\$5,599.26~~ 327.99
3 Month Payment	~~\$14,607.13~~ 900.00	~~\$16,798.15~~ 984.00
Total Vehicle Cost (first 3 months + deposit)	~~\$76,079.61~~ 72,394.38	~~\$87,491.50~~ 83,252.53

These estimates may vary based upon lender or supplier, global supply chain, market conditions, interest rate, geographic location, and the vehicle package options you may select. The estimates reflected above and herein are for the initial required vehicles and equipment used in the operation of a single iFoam Business in a single Protected Territory. The estimated costs of the required vehicles include the required equipment and transportation costs. We strongly recommend and

expect that you will obtain leasing or financing for the vehicles from a third party. We do not provide any leasing or financing services in connection with the required vehicles and equipment. If you choose to lease or finance the purchase of your vehicle(s) and equipment, your actual payments will depend on your credit worthiness, as determined by the lender or supplier, global supply chain, market conditions, interest rates, geographic location, vehicle package options you may select, and the finance or lease options you select. Your deposit, term and interest rate may vary. The vehicles must be (i) wrapped in accordance with our designated requirements which incorporate our Proprietary Marks, and (ii) upfitted to our System standards and specifications. All sales calls, estimates, and installations must be done using the required wrapped vehicles.

7. Licenses, Certifications, and Permits. You must acquire a general business license, any specialty licenses required by your state or federal agency, and any third-party certifications that may be required by us. We estimate that the costs of these licenses and certifications will range between \$0 and \$5,000. The \$0 estimate assumes that you live in a state, county, or city that does not require licenses, certifications, or permits.

8. Professional Fees. This estimate is based on the fees necessary to create a franchisee entity and retaining legal counsel and accountants to review this Disclosure Document and Franchise Agreement, as well as review applicable state or local laws and regulations pertaining to your business. The high estimate also includes the costs associated with recruiting services offered by our Designated Vendor. The recruiting services are optional, however, if you elect to receive recruiting services, you must pay our Designated Vendor the then-current recruiting fee (the "Recruiting Fee"). Currently, the Recruiting Fee is between \$2,400 and \$9,500.

~~9. Computer System. You are required to purchase a computer system that meets our Computer System standards and specifications. The estimated cost of purchasing the Computer System is approximately \$2,500 and includes one tablet for your salesperson/estimator, one mobile printer, a hotspot, and a subscription to the RIVNT Basic Package. See Item 11 for details.~~

~~10.9.~~ Dues and Subscriptions. These fees will cover the cost of membership to business and construction or contracting associations we recommend that you join. We estimate that these costs could be up to \$1,000. The \$0 figure assumes you decline to join those recommended professional and business organizations.

~~11.10.~~ Leasehold Improvements. This includes any cosmetic or other changes necessary to your commercial office/warehouse or flex space. The low estimate figure assumes that the office/warehouse or flex space does not require any changes. This also includes purchasing shelving to store inventory, equipment, tools, and supplies.

~~12.11.~~ Brand Marketing Fee. As noted in Item 5, within forty-five (45) days after execution of the Franchise Agreement, you must pay us, or our affiliate (as we designate), a Brand Marketing Fee of \$2,500. This is a one-time fee. See Note 17 in Item 6.

~~13.12.~~ Marketing and Advertising Expense. As of the date of this Disclosure Document, we do not require you to allocate any money towards locally marketing or advertising your iFoam Franchised Business within your Protected Territory. While you are not required to spend a specific amount on marketing and advertising, you may, at your option, expend an amount that you determine to be appropriate, in your reasonable discretion, on marketing and advertising during the term. You must submit, for our approval, all proposed advertising and promotional materials prior to your use or distribution. You must provide to Franchisor records and reports evidencing your marketing and advertising expenditures within five (5) business days of your receipt of a written request for such

records and reports from Franchisor. The estimates above reflect a monthly advertising expenditure of approximately \$2,000 to \$4,000 for your first three months of operations.

~~44.13.~~ ZeePartnerships Fee. As noted in Item 5, within forty-five (45) days after execution of the Franchise Agreement, you must pay to us a ZeePartnerships fee in the amount of \$5,000. This is a one-time fee.

~~45.14.~~ Additional Funds. The estimate of additional funds of \$20,000 to \$40,000 is for a period of at least three months and is based on an owner-operated business and does not include any allowance for an owner's draw or salary. These estimated costs are calculated by estimating the range of funds needed to cover wages, salaries, and benefits for 3 months of operations. This figure assumes minimum staffing levels and includes the estimated costs to hire 1 General Manager, 1 Salesperson, 1 Lead Technician, and 1 Install Technician. Your costs will depend on factors such as: how closely you follow our methods and procedures; your management skills, experience, and business acumen; local economic conditions; the local market for our products and services; the prevailing wage rate. If you purchase more than one (1) Protected Territory we recommend, but do not require, that you allocate an estimated \$10,000 - \$20,000 of additional funds for each additional Protected Territory you purchase.

~~46.15.~~ Initial Investment. These estimates are based on our experience in offering and selling franchises since January 2022, as well as the experience of predecessor and estimates we have received from third-party vendors. ~~We do not directly or indirectly offer financing for your initial investment. We may finance a portion of your Territory Fee.~~ See Item 10 for more details.

B. YOUR ESTIMATED INITIAL INVESTMENT FOR A MULTI-UNIT OFFERING WITH MULTIPLE PROTECTED TERRITORIES

TYPE OF EXPENDITURE	AMOUNT - Two or Three Territories		AMOUNT - Four or Five Territories		Method of Payment	Time of Payment	To Whom PAYMENT IS TO BE MADE
	Low	High	Low	High			
Territory Fee	\$ 20,000	\$ 60,000	\$ 60,000	\$ 100,000	Lump Sum	Upon execution of the Multi-Unit Addendum	Us
Initial Investment – First Territory (less Territory Fee)	\$ 157,284	\$ 245,966	\$ 157,284	\$ 245,966	See Item 7		
Additional Expenditures	\$ 10,000	\$ 20,000	\$ 20,000	\$ 40,000	See Item 7, Chart A (Note 15)		
Total	\$187,284	\$325,966	\$237,284	\$385,966	See Item 7, Chart A (Note 16)		

TYPE OF EXPENDITURE	AMOUNT - Two or Three Territories		AMOUNT - Four or Five Territories		Method of Payment	Time of Payment	To Whom PAYMENT IS TO BE MADE
	Low	High	Low	High			
Territory Fee	\$ 20,000	\$ 60,000	\$ 60,000	\$ 100,000	Lump Sum	Upon execution of the Multi-Unit Addendum	Us
Initial Investment – First Territory (less Territory Fee)	\$ 149,599	\$ 235,507	\$ 149,599	\$ 235,507	See Item 7		
Additional Expenditures	\$ 10,000	\$ 20,000	\$ 20,000	\$ 40,000	See Item 7, Chart A (Note 14)		
Total	\$179,599	\$315,507	\$229,599	\$375,507	See Item 7, Chart A (Note 15)		

Generally. The Chart above relates to the operation of one (1) Approved Location for two (2) to three (3) iFoam Businesses in two (2) to three (3) Protected Territories, and for one (1) Approved Location for four (4) to five (5) iFoam Businesses in four (4) to five (5) Protected Territories. All fees and payments are non-refundable, unless otherwise stated or permitted by the payee. Actual costs will vary for each franchise location depending on several factors, including market condition and the geographic location of your Approved Location and iFoam Businesses.

1. **Multi-Unit Territory Fee.** You will be required to execute a Franchise Agreement for each iFoam Business you are granted to open, as well as our prescribed form of Multi- Unit Addendum, all at the same time. The Territory Fees will be paid in a lump-sum at the time you execute each Franchise Agreement and Multi-Unit Addendum. The multi-unit Territory Fees are deemed fully earned and non-refundable upon payment. Please see Item 5 of this Disclosure Document for additional information on the multi-unit Territory Fees.

2. **Additional Expenditures Associated with Opening and Operating iFoam Businesses – 3 months.** We expect that you will operate your iFoam Businesses from a single centralized Approved Location and using: (i) the same vehicles and (ii) the required equipment, tools, and supplies. However, you will be required to make additional expenditures for additional inventory, equipment, tools, and supplies, depending on the number of Protected Territories you purchase.

The additional expenditures are as follows:

# of Territories	Additional Funds for first three (3) months
2-3	\$10,000 - \$20,000
4-5	\$10,000- \$20,000
Cumulative total Additional Expenditures (including Additional Funds for 1 st Territory)	\$40,000 - \$80,000

If you purchase four (4) or more Protected Territories, you may, but are not required to, purchase an additional Opening Package. You will only be required to purchase or pay for a single Opening Package, regardless of the number of Protected Territories you purchase. Please review the Explanatory Notes following Charts 7(A) and 7(B) for additional information, as well as the Multi- Unit Addendum attached as Exhibit C.

We only require you to attend, and successfully complete, our Initial Training Program once in connection with the purchase of multiple iFoam Protected Territories.

3. ~~Initial Investment~~—These estimates are based on our experience in offering and selling franchises since January 2022, as well as the experience of our predecessor and estimates we have received from third-party vendors.

ITEM 8

RESTRICTIONS ON SOURCES OF PRODUCTS AND SERVICES

You must operate your iFoam business in conformance with our methods, standards, and specifications, which we prescribe in our confidential operations manual, our proprietary and confidential operations Manual (the “Operations Manual”), and various other confidential manuals, writings, and other information prepared by us for your use in operating an iFoam Business which are provided in the Operations Manual or communicated to you in writing or other means of communication.

1. Approved Products and Services

All vehicles, supplies, equipment, and inventory used by you in the iFoam Business must meet our then-current System standards and specifications, including but not limited to branding requirements (including color and label requirements) that comply with our then-current standards and specifications, which we will establish and modify at our discretion. You may incur an increased cost to comply with such changes at your own expense.

We reserve the right to require you to purchase any of the items necessary to establish and operate your iFoam Business in accordance with our standards and specifications and/or from an Approved Supplier, from us, an affiliate, or our designated vendors and suppliers.

You must offer for sale all products and services which we prescribe and only those products and services which we prescribe. You may not offer any other products or services for sale without having received our prior written authorization. You must always maintain sufficient levels of inventory as specified in the Operations Manual, to adequately satisfy consumer demand. You must offer, use, and sell all private label products which we may now or in the future designate for sale by System franchisees. Some suppliers may provide us with test equipment for use in our training center, advertise in our newsletters, and may also sponsor events and/or rent booth space at our conferences or regional meetings.

2. Designated and Approved Suppliers

As of the date of this Disclosure Document, we, or our affiliates, are the Approved Supplier for certain services, supplies, equipment, and inventory required for the establishment and operation of your iFoam Business as determined by us and set forth in the Operations Manual. We reserve the right to require you to purchase or lease certain goods or services from designated vendors or Approved Suppliers, which may include us or an affiliate, and/or to negotiate arrangements, or modify the structure, terms, or prices of such arrangements, with these designated vendors or Approved Suppliers, which may be us or an affiliate, including service requirements for our franchisees, prices, and terms, for the benefit of the franchisees, as

well as rebates.

You must purchase your initial vehicles and certain other equipment, tools, and supplies, from one of our designated vendors or Approved Suppliers, which may be us or an affiliate. We strongly recommend and expect that you enter into a financing or leasing arrangement with a third party for your vehicles and certain other equipment, tools, and supplies you must procure for the operation of your iFoam Business, and your payments made in connection with these financed or leased items will be paid to that third-party financing/leasing provider and not us or an affiliate.

You must purchase your ~~(i) Insurance; and (ii) Opening Package and Insurance;~~ from our Approved Suppliers or one of our Designated Vendors (as we designate).

As of the issuance date of this Disclosure Document, we and/or our affiliates are also the only Approved Suppliers for the following goods and services: (i) Brand Marketing ~~Fee~~; (ii) Initial Training / Tuition ~~Fee~~; (iii) ZeePartnerships ~~Fee~~; and (iv) all sales materials and merchandise bearing the Proprietary Marks.

As of the issuance date of this Disclosure Document, we and/or our affiliates may be an Approved Supplier for the following goods and services: (i) Vehicles.

Recognizing that preservation of the System depends upon product and service uniformity and the maintenance of our trade dress, you must purchase those certain goods, services, furnishings, fixtures, computer hardware and software, including Microsoft Office 365 accounts with support for applications such as Outlook email, OneDrive file sharing, and Teams communication tools, and other equipment, tools, supplies, and inventory, from us or from approved or designated suppliers that we will specify, from time to time, in the Operations Manual and otherwise in writing (each an “Approved Supplier”). We, our affiliates or a designated third party may be one of several, or the only, Approved Supplier of any particular good or service. We reserve the right to require you to purchase any products and services, including equipment, supplies, computer hardware and software, directly from us or our affiliate. We and our affiliates have the right to realize a profit or otherwise derive revenue on any products or services that we, our affiliates, or our Approved Suppliers supply and/or provide to you.

We may establish business relationships, from time to time, with suppliers who may produce and/or provide certain goods or services that you are required to purchase from only that supplier (each a “System Supplier”). These System Suppliers may provide, among other things, supplies, fixtures, technology, software, and equipment, all in accordance with our proprietary standards and specifications or private label goods that we have authorized and prescribed for sale by System iFoam Businesses. You recognize that such products and services are essential to the operation of your iFoam Business and to the System generally. Your failure to pay System Suppliers may interfere with such suppliers’ willingness to supply the System and may result in other System iFoam Businesses’ inability to obtain a product or an ability to obtain a product only on less favorable credit terms. Accordingly, you must pay System Suppliers as and when due. You must use products purchased from Approved Suppliers solely in connection with the operation of your iFoam Business and not for any competitive business purpose.

3. Ownership Interest in Approved Suppliers/Revenue Derived from Franchise Purchases and Leases

As of the issuance date of this Disclosure Document, neither we, our affiliate nor any of our officers currently own an interest in any of our other Approved Suppliers.

We and our affiliates may derive revenues from required purchases and leases by franchisees as well as in the form of rebates or marketing allowances paid to us or our affiliates by Approved Suppliers that we require you to use. During our fiscal year ending December 31, 2024⁵, we generated a total revenue of

\$~~4,015,148,532,206,183.20~~. Of the total revenue generated, we received a total of \$~~94,18372,041.07~~ from all rebates, which equals ~~2,353.27~~% of our total revenue during the reporting period. As of the issuance date of this Disclosure Document, our affiliate HPB Procurement has negotiated arrangements on our behalf with Approved Suppliers pursuant to which these suppliers pay our affiliate HPB Procurement certain rebates ranging from \$~~4245~~ to \$~~307,357279,006~~, determined on the basis of either number of units of required products purchased, new accounts established, or a percentage of total value of sales orders of required purchases on account of franchisee purchases. During our fiscal year ended December 31, 202~~45~~, our affiliate HPB Procurement derived \$~~1,611,689385,054.49~~, or 100% of HPB Procurement's total revenues for rebate income of \$~~1,611,689385,054.49~~ on account of required franchisee purchases for us and our affiliates, of which \$~~94,18372,041.07~~ was allocated to us in 202~~45~~. We and our affiliates reserve the right to negotiate arrangements with these Approved Suppliers including service requirements for our franchisees, prices, and terms, for the benefit of the franchisees, as well as rebates.

Your obligations to purchase or lease certain products or services from us, our affiliates and/or our Approved Suppliers, and to purchase or lease goods, services, supplies, fixtures, equipment, computer hardware and software, training and real estate that meet our specifications, are considered "Required Purchases. We estimate that your Required Purchases will account for approximately ~~7584~~% to ~~8588~~% of your total costs incurred in establishing your iFoam Business, and approximately 60% to 70% of your ongoing costs to operate the iFoam Business after the initial start-up phase.

We have the sole right, exercisable at any time and upon notice, to designate a vendor or supplier, which may include one of our affiliates, from whom you must purchase all insurance policies required by Franchisor to operate the iFoam Business.

We and our affiliates reserve the right to derive revenue from the Required Purchases you make from us and our affiliates, as well as purchases or leases made from or by our designated vendors and Approved Suppliers.

As we are a newly formed entity, neither we nor any affiliate has derived any revenue from our franchisees' required purchases or lease as of the issuance date of this Disclosure Document.

4. Alternative Product or Supplier

We do not provide any material benefit to you if you buy from sources we approve, but we may default you under (or terminate) your Franchise Agreement, or otherwise deny your request to enter into or renew these agreements, based on your failure to make required purchases from our Approved Suppliers or otherwise in accordance with our standards and specifications.

The Franchise Agreements do not provide you with the right to use alternative products or suppliers.

5. Insurance

You must purchase and maintain, at your own expense, the types and minimum amounts of insurance coverage and bonds we specify for iFoam Businesses. You must purchase the required insurance from our designated vendor at least 30 days before opening your iFoam Business or upon signing a lease for the Approved Location or commercial office/warehouse or flex space, whichever is earlier. The limits described in the paragraph below are the minimum amounts that you are required to purchase. You must carry insurance required by the lease of your Approved Location or commercial office/warehouse or flex space, by any of your lenders or equipment lessors, and such Worker's Compensation Insurance as may be required by applicable law. If you sign a lease for the Approved Location or commercial office/warehouse or flex space, or any agreement that requires a higher amount than provided below, then you must obtain the higher level of coverage under the terms of the lease or agreement. However, if you sign a lease for the Approved Location

or commercial office/warehouse or flex space or any agreement that does not require the minimum coverage set forth below, you must still purchase and maintain insurance that meet our requirements.

The paragraph below sets out our current required and recommended insurance coverage as of the date of this Disclosure Document, which are subject to change:

(i) Commercial General Liability insurance in the amount of \$1,000,000 per occurrence and \$2,000,000 aggregate limit per location, which will include products and completed operations coverage, personal and advertising injury, fire damage liability and medical payments coverage; and it will be provided on an occurrence form. Also, the Contractor's Pollution and Professional Liability policies may be combined with the Commercial General Liability policy; (ii) Automobile Liability and Physical Damage insurance in the amount of \$1,000,000 Combined Single Limit coverage for all owned, non-owned and hired vehicles and include physical damage coverage with deductibles not higher than \$1,000 for comprehensive and collision damage; (iii) Contractor's Equipment Floater insurance in the amount of to cover the mobile equipment used in your franchised business; (iv) Employment Practices Liability insurance in the amount of \$250,000 aggregate including third party endorsement and naming franchisor as Co-Defendant; (v) Workers' Compensation and Employer's Liability statutory coverage and Employer's Liability insurance in the amount of \$1,000,000 by accident, \$1,000,000 by disease-policy limit, \$1,000,000 by disease each accident; (vi) Contractor's Professional Liability insurance in the amount of \$1,000,000 to cover errors and omissions claims; (vii) Property Insurance for one hundred percent (100%) of the replacement cost of your business personal property; and, notwithstanding the foregoing; (viii) Umbrella Liability insurance to be excess over Commercial General Liability, Automobile Liability and Employer's Liability; and (ix) Contractor's Pollution Liability insurance in the amount of \$1,000,000.

We reserve the right to increase or modify the insurance coverage requirements and/or require different or additional kinds of insurance for which you will comply upon written notice from us.

We must approve all insurance carriers in advance and in writing. Our acceptance of an insurance carrier does not constitute our representation or guarantee that the insurance carrier will be capable of meeting claims during the term of the insurance policy.

Each of your insurance policies must be written by a carrier with an industry rating of A-VII or better as reported in the most recent edition of A.M. Best's Insurance Reports, must name us, our subsidiaries, affiliates, and respective officers, directors, members, shareholders and employees as additional insureds, and must not have deductibles, exclusions or co-insurance that are unacceptable to us, in our sole discretion. Each insurance policy must contain an express waiver by the insurance company of subrogation rights in favor of us, our affiliates, successors, assigns and any party we designate and will be primary and non-contributory to any insurance we might carry. All insurance policies you hold will be primary and non-contributory to any policy or policies held by us or our affiliates. Each insurance policy will list us as an additional insured except the Employment Practices Liability policy will provide us coverage. The Employment Practices Liability policy is required to have an endorsement as listed on Form CG 20 29 or its equivalent and must name franchisor as Co-Defendant.

At least 30 days prior to opening your iFoam Business, you must provide us with certificates of insurance demonstrating that you have met the requirements. At least 10 days before expiration of a policy, you must furnish evidence of renewal or replacement insurance. If you do not obtain the required coverage, we have the right (but no obligation) to obtain insurance on your behalf. If we do so, you must reimburse us for the cost of insurance, plus a reasonable fee for our services. All insurance policies you hold will be primary to any policy or policies held by us or our affiliates.

Additionally, you agree not to permit any third-party subcontractor to perform any work or offer any services on your behalf unless such subcontractor maintains insurance coverage in such amounts and types as we require you to maintain, with the specific addition that subcontractors cannot exclude principals from its workers' compensation coverage and that liability policies name us and our affiliates as additional insured parties. You agree to maintain evidence that such insurance by your subcontractors is in effect and to provide such proof of insurance as we may require, in our sole discretion, from time to time.

We have the sole right, exercisable at any time and upon notice, to designate a vendor or supplier, which may include one of our affiliates, from whom you must purchase all insurance policies required by us to operate the iFoam Business.

6. Computer Hardware and Software

You must purchase any computer hardware, software and peripherals that meet our System standards and specifications. Please see Item 11 of this Disclosure Document for additional information regarding our computer hardware and software purchasing requirements.

There are no annual costs to you for any optional or required maintenance updating, upgrading or support contracts for the point of sale or computer systems. There currently are no maintenance/support contracts, but we reserve the right to require them. As of the date of this Disclosure Document, we have not rolled out any required maintenance or updates.

7. Purchasing and Distribution Cooperatives; Rebate Programs

As of the date of this Disclosure Document we do not participate in any purchasing or distribution cooperatives, although we reserve the right to do so; and we reserve the right to establish these types of cooperatives in the future. We, or our affiliates, may negotiate certain purchase arrangements (including price terms) for the purchase of certain items with suppliers for the benefit of franchises.

We and/or our affiliates and/or designated suppliers (as we designate or authorize) reserve the right to establish rebate programs for certain purchases of certain products and/or services, and/or in connection with use of our approved suppliers or designated vendors (the "Rebate Program") which may include discounted pricing, special terms, rebates, or other incentives or benefits (individually and collectively, the "Rebate"). We, and/or our affiliates, and/or third party suppliers reserve the right to (but are not contractually required to) establish and offer you an opportunity to participate in one or more Rebate Programs and to condition your participation in any such Rebate Program on, among other conditions we may designate, your: (i) meeting certain eligibility requirements; (ii) execution of a designated form of Rebate Program participation agreement or amendment, which may include, among other terms, a general release of claims you, your owners and/or affiliates may have against us and/or any of our affiliates, owners, employees, officers, directors, successors and/or assigns; and (iii) compliance with purchasing requirements. We, our affiliates and third-party suppliers are not required to establish or offer Rebate Programs, but may do so at any time. Additionally, if established, we, our affiliates and third-party suppliers reserve the right to discontinue or terminate any Rebate Program at any time effective on notice to you. We, and/or our affiliates, may derive revenue, material consideration and/or receive a commission or fee in connection with any Rebate Program.

Recognizing that preservation of the System depends upon product and service uniformity and the maintenance of our trade dress, you must purchase those certain goods, services, furnishings, fixtures, computer hardware and software, including Microsoft Office 365 accounts with support for applications such as Outlook email, OneDrive file sharing, and Teams communication tools, and other equipment, tools, supplies, and inventory, from us or from approved or designated suppliers that we will specify, from time

to time, in the Operations Manual and otherwise in writing (each an “Approved Supplier”). We, our affiliates or a designated third party may be one of several, or the only, Approved Supplier of any particular good or service. We reserve the right to require you to purchase any products and services, including equipment, supplies, computer hardware and software, directly from us or our affiliate. We and our affiliates have the right to realize a profit or otherwise derive revenue on any products or services that we, our affiliates, or our Approved Suppliers supply and/or provide to you.

ITEM 9 **FRANCHISEE'S OBLIGATIONS**

The table lists your principal obligations under the Franchise Agreement and other agreements. It will help you find more detailed information about your obligations in these agreements and in other items of this Disclosure Document.

Obligation	Section in Franchise Agreement	Section in Multi-Unit Addendum	Item of Disclosure Document
a. Site selection and acquisition/lease	1.4	Not Applicable	Items 7, 8, 11 and 12
b. Pre-opening purchases/ leases	7.1, 7.2, 7.3, and 7.7	4	Items 7 and 8
c. Site development and other pre-opening requirements	1.4, 7.1, 7.2, 7.3, and 7.7 and 9	Not Applicable	Items 6, 7, 8 and 11
d. Initial and ongoing training	7.1 and 8	2	Items 6 and 11
f. Opening	7.2	Not Applicable	Items 11
g. Fees	2.2.6, 3, 12, 14.2.1.5, and 21.7	3	Items 5, 6, 7, and 11
h. Compliance with standards and policies / operations manual	6, 7.3 through 7.8, 7.12, and 7.13	Not Applicable	Items 8 and 11
i. Trademarks and proprietary information	4, 5, 7.7 and 7.12	Not Applicable	Items 13 and 14
j. Restrictions on products / services offered	1.2, 1.3, 7.3 and 7.4	Not Applicable	Items 8, 12 and 16
k. Warranty and customer service requirements	7.15	Not Applicable	Items 15 and 16
l. Territorial development and sales quotas	Not Applicable	Not Applicable	Items 12 and 17
m. Ongoing product/ service purchases	7.3 and 7.4	Not Applicable	Items 8 and 11

n. Maintenance, appearance and remodeling requirements	1.4, and 7.13	Not Applicable	Items 6, 7, 8 11, and 12
o. Insurance	9	Not Applicable	Items 6, 7 and 8
p. Advertising	12	Not Applicable	Items 6 and 11
q. Indemnification	13.2	Not Applicable	Item 6
r. Owners' participation/ management/ staffing	7.5.2 through 7.5.4	5	Items 11 and 15
s. Records and reports	10 and 11	Not Applicable	Item 6
t. Inspections and audits	7.6 and 11	Not Applicable	Items 6 and 11
u. Transfer	14	Not Applicable	Item 17
v. Renewal	2.2	Not Applicable	Item 17
w. Post term obligations	16.1 and 17.2	Not Applicable	Item 17
x. Noncompetition covenants	17	Not Applicable	Item 17
y. Dispute Resolution	18	Not Applicable	Item 17

ITEM 10 **FINANCING**

We may, in limited circumstances and at our option, but under no circumstances are we obligated to, finance a portion of your Territory Fee, up to sixty percent (60%) of the Territory Fee for the purchase of your second (2nd) Protected Territory and up to eighty percent (80%) of the Territory Fee for the purchase of your third (3rd), fourth (4th), and fifth (5th) Protected Territories, up to a maximum of \$100,000 (the "Maximum Amount"). Our decision to finance a portion of your Territory Fees for the purchase of your second (2nd), third (3rd), fourth (4th), or fifth (5th) Protected Territory will be based, in part, on your creditworthiness, the collateral you have available to secure the financing and our then-current financing policies. We do not offer financing of the Territory Fee for the purchase of your first (1st) Protected Territory.

If you wish to finance a portion of your Territory Fee up to the Maximum Amount, and we agree to provide such financing, you must sign a Secured Promissory Note and General Security Agreement substantially in the form of Exhibit J to the Franchise Agreement. If you are a corporation or limited liability company, all of the franchisee's owners must personally guarantee the obligations of the corporation or limited liability company (as applicable), a Personal Guarantee of Corporate Obligations substantially in the form of Exhibit A to the Franchise Agreement. The Secured Promissory Note obligates you to pay us the amount of your Territory Fee that we agree to finance, plus interest at the rate set forth below, plus any fees set forth in the Secured Promissory Note. The General Security Agreement grants us a security interest in substantially all of your assets, including after acquired property, to secure your payments under the Secured Promissory Note, pursuant to which we will file a UCC financing statement with the appropriate governmental authority. Under the terms of the Secured Promissory Note, you agree to waive your right to notice of a collection action and to assert any defenses to collection against us. You may prepay the principal

amount of the Secured Promissory Note at any time without prepayment penalty. All franchisees approved for financing agree to the same financing terms for the portion of the Territory Fee that is financed.

The terms under which we may finance a portion of your Territory Fee include:

Item Financed	Amount Financed	Term (months)	Rate of Interest Plus Finance Charge	Monthly Payment	Prepay Penalty	Liability Upon Default	Loss of Legal Right
Territory Fee— 2 nd Territory	Up to 60%	Up to 60 Months	5%	Variable	None.	Lose franchise / balance of loan accelerated upon default / attorney fees, and costs of enforcement. See Note 1.	See Note 1.
Territory Fee— 3 rd Territory	Up to 80%	Up to 60 Months	5%	Variable	None.	Lose franchise / balance of loan accelerated upon default / attorney fees, and costs of enforcement. See Note 1.	See Note 1.
Territory Fee— 4 th Territory	Up to 80%	Up to 60 Months	5%	Variable	None.	Lose franchise / balance of loan accelerated upon default / attorney fees, and costs of enforcement. See Note 1.	See Note 1.
Territory Fee— 5 th Territory	Up to 80%	Up to 60 Months	5%	Variable	None.	Lose franchise / balance of loan accelerated upon default / attorney fees, and costs of enforcement. See Note 1.	See Note 1.

Notes:

1. Potential Liabilities Upon Default: If you do not pay on time, we can call the loan and demand immediate payment of the full outstanding balance and obtain court costs and attorneys' fees if a collection action is necessary. We also have the right to terminate your Franchise Agreement if you do not make your note payments on time. If your Franchise Agreement is terminated, you will lose your right to operate the Franchised Business and will be responsible for complying with all post-termination obligations under the Franchise Agreement, including payment of lost future franchise fees and any and all damages associated with the termination, including attorney's fees and costs of enforcement. You waive your rights to notice of a collection action and to assert any defenses to collection against us. We may discount the Secured Promissory Note to a third party who may be immune under the law to any defenses to payment you may have against us. If we elect to offer financing of the Territory Fee

to franchisees, we expect that all franchisees approved for financing must agree to the same financing terms disclosed in this Item 10.

Currently, we have no practice or intent of selling, assigning, or discounting to a third party any note, contract or other instrument that you execute, although we reserve the right to do so. We and our affiliates do not receive any direct or indirect payments from any person for the placement of financing.

Except as described above, we do not offer direct or indirect financing. We do not guarantee your note or any other obligation.

ITEM 11

FRANCHISOR'S ASSISTANCE, ADVERTISING, COMPUTER SYSTEM AND TRAINING

Except as listed below, we are not required to provide you with any assistance.

A. Pre-Opening Obligations.

Before you open your iFoam Business, we, an affiliate or our designee will provide you with the following assistance:

1. Define your Protected Territory. (Franchise Agreement, Section 1.2).
2. Provide you the Opening Package upon your payment of the required fees. (Franchise Agreement, Section 3.5 and Section 6.2).
3. Provide you with our list of all other Approved Products and Services, items and equipment needed to open your iFoam Business, along with our proprietary list of Approved Suppliers for those items (as applicable) (Franchise Agreement, Sections 6.2).
4. Provide you access to our confidential Operations Manual and grant you access to our Intranet System, which includes access to our confidential and proprietary information, including our standards and specifications. Our Operations Manual is stored within our Intranet System. You must operate the iFoam Business in accordance with the Operations Manual and all applicable laws and regulations. The Operations Manual may be amended or modified to reflect changes in the System. You must keep the Operations Manual confidential and current and may not copy any part of any Operations Manual without our consent. (Franchise Agreement, Section 6.1). The table of contents for our Operations Manual as of the Issue Date of this Disclosure Document is attached as Exhibit G.
5. Provide you, your Designated Manager (if applicable), and any other staff or personnel that you designate, with our Initial Training Program, that you must attend and complete to our satisfaction, in accordance with the Initial Training Program chart below. (Franchise Agreement, Section 8.1).
6. Provide advice and guidance, in preparing to open your iFoam Business, including standards and procedures for obtaining inventory and supplies, providing approved services, advertising and promoting the business and otherwise operating the iFoam Business during the start-up phase. (Franchise Agreement, Sections 6.1 and 8.1).
7. Provide you with a dedicated phone number and email accounts which you must use in connection with your iFoam Business and in all marketing items. (Franchise Agreement, Section 7.9).
8. Provide you with assistance in coordinating brand optimization and the other pre-opening and opening services. (Franchise Agreement, Section 6.1 and 8.1).

Operations Manual. Table of Contents of our Operations Manual, current as of the date of this Disclosure Document is attached as Exhibit G. The Operations Manual has a total of 250 pages.

B. Training.

You (or your operating principal if you are an entity), your Designated Manager (if applicable), and any other staff or personnel that you designate, must attend and successfully complete our Initial Training Program, consisting of Phase I, Phase II, and Phase III Training. You must complete all three phases of our Initial Training Program prior to commencing operations of your iFoam Business. You must pay us our then current Tuition Fee for attendance to the Initial Training Program. As of the date of this Disclosure Document, the current Tuition Fee for the Initial Training Program is \$4,995. All Phase I and Phase II Training occurs digitally or via webinar/video conferencing, while certain portions of Phase III Training may be in-market training conducted within Franchisee's Protected Territory. The Phase I and Phase II Training will generally last 7 weeks but training time may vary depending upon the knowledge, qualifications, and experience of the franchisee. After Phase I and Phase II Training has been completed, you will begin Phase III training, portions of which may be conducted within Franchisee's Protected Territory, which generally will last 4 days. The Tuition Fee covers the costs of training during the Initial Training Program, however, the Tuition Fee does not include travel expenses, meals outside of the formal Initial Training Program hours, and other living or miscellaneous expenses you may incur during the time of training.

Additional and Remedial Training. In addition to the Initial Training Program, Franchisor reserves the right to conduct and require Franchisee, Franchisee's Designated Manager (if applicable), estimators, installers, and other employees to attend additional and/or refresher training courses that Franchisor develops for the benefit of the System, as Franchisor deems advisable in its sole discretion, at Franchisor's expense. Additional and/or refresher training will take place digitally, via webinar/video conferencing, over the phone, via email or Franchisor's Operations Manual. Franchisor will provide Franchisee with thirty (30) days' notice of any upcoming additional or refresher training that Franchisee is required to attend.

Reasonable Training and Assistance Requests. Upon Franchisee's written request, Franchisor may provide Franchisee with additional training and/or assistance, as Franchisor deems necessary in its sole discretion, subject to the availability and schedules of Franchisor's personnel. Franchisor may charge Franchisee for Franchisor's actual costs and expenses incurred associated any training or assistance that Franchisor provides at Franchisee's request. Additional assistance will be provided by Franchisor digitally, via webinar/video conferencing, over the phone, via email or Franchisor's Operations Manual. In the event that Franchisee requests that the additional training and/or assistance be conducted within Franchisee's market or Protected Territory, Franchisee will be required to reimburse Franchisor for Franchisor's actual costs and expenses associated with providing in-market training, including any travel, lodging, meal expenses, and applicable per diem charges for Franchisor's personnel.

Note that Franchisee will be required to attend any Additional and Remedial Training that Franchisor conducts, which will be paid at Franchisor's expense. However, any Reasonable Training and Assistance Requests (at the request of Franchisee), will be paid at Franchisee's expense and Franchisee must reimburse Franchisor for Franchisor's actual costs and expenses.

If the franchisee is a business entity, each franchise owner must attend and successfully complete

the Initial Training Program.

The primary materials used in connection with the Initial Training Program are contained in our Operations Manual, and we reserve the right to supplement and modify any training materials as we deem necessary in our sole discretion. (Franchise Agreement, Section 8.1). We reserve the right to substitute any in-person training for virtual training at our discretion. All training materials we provide you with will remain our property, and you agree not to challenge our or our affiliates' title or rights in or to the training materials. You may not make any disclosure, duplication, or other unauthorized use of any portion of the training materials. (Franchise Agreement, Section 8.1). Failure to complete initial training to our satisfaction within the applicable period may result in termination of the Franchise Agreement. (Franchise Agreement, Section 8.1).

Any training provided by us or our affiliate to any of your workers will be limited to training or guidance regarding the delivery of approved services to clients in a manner that reflects the customer and client service standards of the System. You are, and will remain, the sole employer of your employees at all times, including during all training programs, and you are solely responsible for all employment decisions and actions related to your workers. You are solely responsible for ensuring that your workers receive adequate training. (Franchise Agreement, Section 6)

The training schedule and activities of the training programs are described below:

INITIAL TRAINING PROGRAM

Phase I				
Subject	Hours of Classroom Training	Hours of On-The-Job Training ²	Location	Week
Welcome Call	~~30 min~~ 0.5	0	Virtual	1
~~Welcome and Business Formation~~ Initial 1:1 Onboarding Call	~~25 min~~ 0.75	0	Virtual	~~self-paced~~ 1
~~Initial 1:1 Onboarding Call~~ Welcome to Phase One	~~30 min~~ 5	0	Virtual	1
~~IT Set Up and Processes~~ esiFoam University Course Navigation	~~10 min~~	0	Virtual	self-paced
~~Insider Training~~ Getting Started Learning Path	~~20 min~~	0	Virtual	self-paced
~~Finance~~ Insider (SharePoint Page) Training	~~30 min~~	0	Virtual	self-paced
~~Securing a Location~~ Knowledge Check	~~30 min~~	0	Virtual	self-paced
~~Ops~~ Operations Manual-Quest	~~30 min~~	0	Virtual	self-paced
~~Insurance~~ 101Foam Terms	~~60 min~~	0	Virtual	self-paced
~~Crime and Cyber Liability (Optional)~~ NetSuite Customer Portal Video	~~20 min~~	0	Virtual	self-paced
~~Accounting~~ Setting up Shared Email Inbox	~~5 min~~	0	Virtual	self-paced
~~Recruiting~~ Setting up IT Processes	~~30 min~~	0	Virtual	self-paced
~~EOS~~ What is EZee Assist?	~~90 min~~	0	Virtual	~~self-paced~~
~~HPB—2023 Annual Convention~~ Registration and Installing Platforms	~~12 hours~~	0	Virtual	self-paced

~~HPB – 2024 One-Convention Speakers~~ <u>Types of Questions to ask AI</u>	~~12 hours~~	~~0~~	Virtual	self-paced
~~Onboarding Call #2~~ <u>How to Give Feedback</u>	~~30 min~~	~~0~~	Virtual	~~3~~ self-paced
~~Onboarding Call #3~~ <u>Business Formation</u>	~~30 min~~ 0.75	~~0~~	Virtual	~~5~~ self-paced
~~Onboarding Call #4~~ <u>6 Choosing a Business Entity</u>	~~60 min~~	~~0~~	Virtual	~~6 – 12~~ self-paced
<u>Entity Formation, Transfer Agreement and EIN Documentation</u>			Virtual	self-paced
<u>DBA and Territory Naming</u>	~~33 hours~~	~~0~~	Virtual	self-paced
<u>Business License</u>	-	-	Virtual	self-paced
<u>State Licensure - License Requirements by State</u>	-	-	Virtual	self-paced
<u>Location Determination</u>	-	-	Virtual	self-paced
<u>Our Real Estate Partner</u>	-	-	Virtual	self-paced
<u>Local Business Phone Number</u>	-	-	Virtual	self-paced
<u>Business Bank Account</u>	-	-	Virtual	self-paced
<u>Business Insurance 101</u>	<u>1</u>	-	Virtual	self-paced
<u>Insurance 101: Protecting Your Investment as a Franchisee</u>	-	-	Virtual	self-paced
<u>Insurance 101: Knowledge Check</u>	-	-	Virtual	self-paced
<u>Why is Insurance Important for Franchisees?</u>	-	-	Virtual	self-paced
<u>What is an Additional Insured?</u>	-	-	Virtual	self-paced
<u>What is a Waiver of Subrogation?</u>	-	-	Virtual	self-paced
<u>What is a Primary Non-Contributory?</u>	-	-	Virtual	self-paced
<u>What is a Certificate of Insurance?</u>	-	-	Virtual	self-paced
<u>Occurrence vs Aggregate</u>	-	-	Virtual	self-paced
<u>Admitted vs Non-Admitted</u>	-	-	Virtual	self-paced
<u>How to File a Claim</u>	-	-	Virtual	self-paced
<u>Claims Made vs Occurrence</u>	-	-	Virtual	self-paced
<u>General Liability</u>	-	-	Virtual	self-paced
<u>Bodily Injury</u>	-	-	Virtual	self-paced
<u>Completed Operations</u>	-	-	Virtual	self-paced
<u>Contractual Liability</u>	-	-	Virtual	self-paced
<u>How to Find Exclusions</u>	-	-	Virtual	self-paced
<u>How Your Policy is Classified</u>	-	-	Virtual	self-paced
<u>How Your Policy is Rated</u>	-	-	Virtual	self-paced
<u>Independent Contractors</u>	-	-	Virtual	self-paced
<u>Medical Payments</u>	-	-	Virtual	self-paced
<u>Products Liability</u>	-	-	Virtual	self-paced
<u>Contractors E&O</u>	-	-	Virtual	self-paced

What is it	-	-	Virtual	self-paced
Professional Services Defined	-	-	Virtual	self-paced
Commercial Auto	-	-	Virtual	self-paced
Auto Symbols	-	-	Virtual	self-paced
Combined Single Limit	-	-	Virtual	self-paced
Hired and Non-Owned Auto	-	-	Virtual	self-paced
Uninsured/Underinsured Motorist	-	-	Virtual	self-paced
Workers Compensation	-	-	Virtual	self-paced
Workers Compensation	-	-	Virtual	self-paced
Workers Compensation Coverage B	-	-	Virtual	self-paced
Workers Compensation Coverage C	-	-	Virtual	self-paced
How to add Class Codes to ADP	-	-	Virtual	self-paced
Class Codes	-	-	Virtual	self-paced
Owners	-	-	Virtual	self-paced
Uninsured Subcontractors	-	-	Virtual	self-paced
Property	-	-	Virtual	self-paced
Business Interruption	-	-	Virtual	self-paced
Inland Marine for Equipment and Tools	-	-	Virtual	self-paced
Umbrella	-	-	Virtual	self-paced
Underlying Coverages	-	-	Virtual	self-paced
Umbrella vs Excess	-	-	Virtual	self-paced
EPLI	-	-	Virtual	self-paced
What it is	-	-	Virtual	self-paced
Third Party Liability	-	-	Virtual	self-paced
Discrimination	-	-	Virtual	self-paced
Retaliation	-	-	Virtual	self-paced
Sexual Harassment	-	-	Virtual	self-paced
Wage and Hour Coverage	-	-	Virtual	self-paced
Wrongful Termination	-	-	Virtual	self-paced
Shared Services	1.5	-	Virtual	self-paced
ZeeBooks, ZeeFleet, and ZeeContact	-	-	Virtual	self-paced
ZeeBooks	-	-	Virtual	self-paced
ZeeFleet - Vehicle Procurement	-	-	Virtual	self-paced
ZeeRecruit - Vendor Partnerships	-	-	Virtual	self-paced
ZeeContact: Contact Answering Services	-	-	Virtual	self-paced
PEO - Professional Employee Organizations	2.5	-	Virtual	self-paced
What is a PEO?	-	-	Virtual	self-paced
Spirit HR	-	-	Virtual	self-paced
Advisor HR	-	-	Virtual	self-paced
iFoam - Securing a Location	0.33	-	Virtual	self-paced
Securing a Location	-	-	Virtual	self-paced

Location Specs	-	-	Virtual	self-paced
Warehouse Guidelines	-	-	Virtual	self-paced
Brand GBP Guide	-	-	Virtual	self-paced
Brightway Commercial Realty	-	-	Virtual	self-paced
New Employee Hiring and Onboarding	0.75	-	Virtual	self-paced
Hiring	-	-	Virtual	self-paced
Onboarding	-	-	Virtual	self-paced
Performance Management	-	-	Virtual	self-paced
Employee Retention	-	-	Virtual	self-paced
iFoam - Safety	0.33	-	Virtual	self-paced
General Safety	-	-	Virtual	self-paced
Ladder Safety	-	-	Virtual	self-paced
Rooftop Safety	-	-	Virtual	self-paced
Harness Safety	-	-	Virtual	self-paced
Footwear Safety	-	-	Virtual	self-paced
Eye Protection	-	-	Virtual	self-paced
iFoam - Intro to EOS	0.5	-	Virtual	self-paced
Intro to EOS	-	-	Virtual	self-paced
EOS Explained	-	-	Virtual	self-paced
Answering the 8 Questions	-	-	Virtual	self-paced
Effective Meetings: Level 10 meeting for Entrepreneurial Leadership Teams	-	-	Virtual	self-paced
Traction Worksheet	-	-	Virtual	self-paced
iFoam - L10 Meetings	1	-	Virtual	self-paced
L10 Meetings	-	-	Virtual	self-paced
Bloom Growth	-	-	Virtual	self-paced
iFoam - Business Network International	1.25	-	Virtual	self-paced
BNI Introduction	-	-	Virtual	self-paced
BNI Video	-	-	Virtual	self-paced
iFoam - ZeeMarketing: Local Marketing Strategy Playbook	1.25	-	Virtual	self-paced
Part One: Marketing Needs-to-Knows	-	-	Virtual	self-paced
Part Two: Integrated marketing Strategy	-	-	Virtual	self-paced
Part Three: The Marketing Budget	-	-	Virtual	self-paced
Part Four: Activating & Optimizing	-	-	Virtual	self-paced
Resource: Local Marketing Strategy Playbook PDF	-	-	Virtual	self-paced
iFoam - ZeeMarketing: Competitive Analysis Playbook	1.67	-	Virtual	self-paced
Competitive Analysis Introduction	-	-	Virtual	self-paced
Competitive Analysis Playbook PDF	-	-	Virtual	self-paced
Competitive Analysis Worksheets	-	-	Virtual	self-paced

Business Planning Introduction	7.5	-	Virtual	self-paced
The Power of Business Planning	-	-	Virtual	self-paced
Business Plan Introduction	-	-	Virtual	self-paced
Business Planning Aid	-	-	Virtual	self-paced
Business Planning Overview	-	-	Virtual	self-paced
Business Planning Overview	-	-	Virtual	self-paced
Business Plan Table of Contents	-	-	Virtual	self-paced
Start Here Tab	-	-	Virtual	self-paced
Budgeting	-	-	Virtual	self-paced
Tab 2a, 2b, 2c: Residential, Commercial and Master Budget	-	-	Virtual	self-paced
Business Plan Webinar Session 1: Budgeting	-	-	Virtual	self-paced
Activity: Fill in Your Spreadsheet Tabs	-	-	Virtual	self-paced
Overview: Weekly Plan Video	-	-	Virtual	self-paced
Marketing	-	-	Virtual	self-paced
Tab 3: Marketing Introduction	-	-	Virtual	self-paced
Tab 3: Marketing Planner	-	-	Virtual	self-paced
Business Plan Webinar Session 2: Marketing	-	-	Virtual	self-paced
Staffing and Financials	-	-	Virtual	self-paced
Tab 4: Production Staffing	-	-	Virtual	self-paced
Tab 5: Staffing and Compensation	-	-	Virtual	self-paced
Tab 6: Financial Budget	-	-	Virtual	self-paced
Tab 7: Cash Flow	-	-	Virtual	self-paced
Reference Tabs: R1, R2, R3	-	-	Virtual	self-paced
Business Planning Webinar Session 3: Staffing and Financials	-	-	Virtual	self-paced
Total Phase I Courses	26.58	-	-	-
OPTIONAL COURSES				
iFoam - Crime and Cyber Liability (Optional Insurance Course)	0.33	-	Virtual	self-paced
3rd Party Crime	-	-	Virtual	self-paced
Employee Dishonesty	-	-	Virtual	self-paced
Loss Discovered vs Loss Sustained	-	-	Virtual	self-paced
First Party vs Third-Party	-	-	Virtual	self-paced
Network Security & Data Breach	-	-	Virtual	self-paced
Social Engineering	-	-	Virtual	self-paced
iFoam - Crush Your 2025 Goals - EOS with Tony Hulbert and Justin Mink (Optional)	1	-	Virtual	self-paced
iFoam - 2023 One Convention Speakers (Optional Course)	12	-	Virtual	self-paced

iFoam - 2024 One Convention Speakers (Optional Course)	<u>12</u>	-	<u>Virtual</u>	<u>self-paced</u>
iFoam - John O'Leary: Soul on Fire. Ordinary Actions, Extraordinary Outcomes (Optional Course)	<u>1</u>	-	<u>Virtual</u>	<u>self-paced</u>
-	-	-	-	-
Onboarding Call #2	<u>0.5</u>	-	<u>Virtual</u>	<u>2</u>
Onboarding Call #3	<u>0.5</u>	-	<u>Virtual</u>	<u>3</u>
Onboarding Call #4-6	<u>1.5</u>	-	<u>Virtual</u>	<u>4 through 6*</u>
Total Optional Courses	<u>28.83</u>	-	-	-
Total Phase I Time	<u>26.58</u>	-	-	-
Total Optional Time	<u>28.83</u>	-	-	-
Total Time (Phase I & Optional Courses)	<u>55.41</u>	-	-	-

*Dependent on funding strategy

Phase II				
Subject	Hours of Classroom Training	Hours of On-the-Job Training	Location	Week
New Owner Workbook		0		1
Vendors and Partners		0		1
Intro to EOS	1	0	Virtual	1
Business Bullseye	1	0	Virtual	1
Vehicle Procurement	1	0	Virtual	1
Navigating Interpersonal Conflicts Productively	1	0	Virtual	1
ServiceTitan Introduction	1	0	Virtual	1
Sales Introduction	1	0	Virtual	1
Marketing	1	0	Virtual	1
-				
HPB – Sales Process	1	0	Virtual	2
HPB – Salesperson Pipeline	1	0	Virtual	2
iFOAM Differentiators	1	0	Virtual	2
HPB – Canvassing	1	0	Virtual	2
iFOAM – Organic Lead Generation – Canvassing and Networking	1	0	Virtual	2
Sales–	1	0	Virtual	2
-				
HPB – New Employee Onboarding	1	0	Virtual	3
HPB – Pre Launch Marketing Research	1	0	Virtual	3
HPB – Check Point Survey	1	0	Virtual	3
Marketing	1	0	Virtual	3

~~Sales/ServiceTitan~~	~~1~~	~~0~~	~~Virtual~~	~~3~~
-				
~~Product Knowledge and Safety~~	~~1~~	~~0~~	~~Virtual~~	~~4~~
iFOAM - Product Knowledge - Building Science 1	~~14~~	~~0~~	Virtual	~~41~~
iFOAM - Product Knowledge - Building Science 2	~~14~~	~~0~~	Virtual	~~41~~
~~Marketing~~	~~1~~	~~0~~	~~Virtual~~	~~4~~
~~Sales~~	~~1~~	~~0~~	~~Virtual~~	~~4~~
~~Operations~~	~~1~~	~~0~~	~~Virtual~~	~~4~~
-				
Product Knowledge - SPF Installer Part 1	~~14~~	~~0~~	Virtual	~~51~~
Product Knowledge - SPF Installer Part 2	~~14~~	~~0~~	Virtual	~~51~~
iFOAM - Product Knowledge - Building Code	~~12~~	~~0~~	Virtual	~~51~~
~~HPB - Week 5: GBP, Reputation Management and Social Media Vendor Knowledge~~	~~13~~	~~0~~	Virtual	~~51~~
~~iFOAM - Customer Service Standards Testing~~	~~1~~	~~0~~	Virtual	~~51~~
Project Structure/Revenue Drivers	~~2~~	-	~~Virtual~~	~~2~~
Profit Logic – Winning Projects	~~2~~	-	~~Virtual~~	~~2~~
Sales Training	~~13~~	~~0~~	Virtual	~~52~~
~~Marketing Industry Review/Assessment~~	~~12~~	~~0~~	Virtual	~~52~~
Estimating Software Training	~~3~~		~~Virtual~~	~~2~~
~~HPB - Employee Retention~~ Material Measurement	~~13~~	~~0~~	Virtual	~~62~~
~~HPB - Performance Management~~ Pricing	~~12~~	~~0~~	Virtual	~~62~~
~~HPB - L10 Meeting Tools~~ Testing	~~1~~	~~0~~	Virtual	~~62~~
~~HPB - Safety - Take Off Team~~	~~12~~	~~0~~	Virtual	~~62~~
Continued Industry Education	~~4~~	-	~~Virtual~~	~~2~~
~~HPB - KPI and Performance Dashboard~~ Continued Sales Training	~~12~~	~~0~~	Virtual	~~63~~
~~HPB - Week 6: Dashboards, MySite and Frontify~~ Market Launch Prep	~~12~~	~~0~~	Virtual	~~63~~
~~Marketing~~ GTM Strategy/Role Play	~~13~~	~~0~~	Virtual	~~63~~
Lead Management	~~1~~	-	~~Virtual~~	~~3~~
Commercial vs Residential	~~1~~	-	~~Virtual~~	~~3~~
Building Sales Funnel	~~15~~	~~0~~	Virtual	~~63~~
Brand Standards	~~2~~		~~Virtual~~	~~4~~
Operations/Management	~~4~~	-	~~Virtual~~	~~4~~
~~HPB - Organic Social Media Campaigning and Social Media Basics~~ Health and Safety Control	~~12~~	~~0~~	Virtual	~~74~~
~~HPB - End of Onboarding Survey~~ Risk Management	~~12~~	~~0~~	Virtual	~~74~~
~~Marketing~~ Effective job sequencing	~~1~~	~~0~~	Virtual	~~74~~
~~Sales~~ Job Documentation/Warranty	~~12~~	~~0~~	Virtual	~~74~~
~~Operations~~ Build and Sell Proposal (Role Play)	~~12~~	~~0~~	Virtual	~~74~~
Total Market Launch Prep	~~442~~	~~0~~	Virtual	~~4~~

Testing	1	-	Virtual	4
Total	78	0	-	-

Phase III; Academy ~~Week~~ Field Launch				
Subject	Hours of Classroom Training	Hours of On-The-Job Training	Location	Day
~~Health~~ Vehicle and SafetyRig Inspection	1	03	Omaha, NE / In-Market Training	1
~~Effective Spray Foam Practices~~ Equipment Overview	1	03	Omaha, NE / In-Market Training	1
~~Combustion Appliances/Retrofit~~ Application Training	2	08	Omaha, NE / In-Market Training	42
Application ~~Chemistry~~ Training (continued)	2	02	Omaha, NE / In-Market Training	43
-				
~~Networking~~	4	0	~~Omaha, NE~~	2
~~New Home Builder Outreach~~ Spray Gun Maintenance	2	02	Omaha, NE / In-Market Training	23
~~Blue-Print Team~~	1	0	~~Omaha, NE~~	2
~~Measuring Basics~~	1	0	~~Omaha, NE~~	2
-				
~~Residential Retro (Sales Process)~~	4	0	~~Omaha, NE~~	3
~~Retro — Comfort Kit Use~~ Spray Rig Overview/Maintenance	2	02	Omaha, NE / In-Market Training	3
~~Recommend/~~ CALC/EstimatesJob Hazard Analysis (Spray)	2	02	Omaha, NE / In-Market Training	3
-				
~~Residential Retro — Sales Process Follow-up~~ Spray Job (If scheduled)	4	06	Omaha, NE / In-Market Training	4
~~Your Sales Plan~~ Spray Demo and Practice (If no job scheduled)	2	06	Omaha, NE / In-Market Training	4
~~Sales Recap~~	2	0	~~Omaha, NE~~	4
-				
~~Leadership — R.O.T.O.R.~~	3	0	~~Omaha, NE~~	5
~~Structure & Accountability~~	2	0	~~Omaha, NE~~	5
Total	350	034		

Phase III; Academy Field Launch				
Subject	Hours of Classroom Training	Hours of On-The-Job Training	Location	Day

Operations				
Fiber Rig Setup/Maintenance	0	3	Omaha, NE	2
Job Hazard Analysis (Fiber)	0	1	Omaha, NE	2
Job Prep (Fiber)	0	2	Omaha, NE	2
Fiber Rig Demo	0	2	Omaha, NE	2
-				
Spray Gun Maintenance	0	4	Omaha, NE	3
Spray Rig Overview/Maintenance	0	4	Omaha, NE	3
-				
Job Hazard Analysis (Spray)	0	1	Omaha, NE	4
Spray Job (If scheduled)	0	7	Omaha, NE	4
Spray Demo and Practice (If no job scheduled)	0	8	Omaha, NE	4
Total	0	32		

The training program is typically held once per month, or whenever minimum class sizes are achieved.

You will receive training and instruction from our training managers, our employees, affiliate's personnel, and existing franchisees.

The instructor's experience, including the instructor's length of experience in the field and with the franchisor is listed in the chart below.

INSTRUCTOR	SUBJECTS TAUGHT	YEARS OF EXPERIENCE IN THE INDUSTRY	YEARS OF EXPERIENCE WITH FRANCHISOR
~~Michael McAllister~~ ~~Anthony Coleman~~	~~Financial Education, Accounting, Key Performance Indicators (KPI)~~ ~~Materials, Industry~~	~~25~~ <u>23</u>	~~14~~
~~Roger Brown~~	~~Materials, Industry~~	~~21~~	~~3~~
Keith Barnes	Sales	<u>34</u>	<u>34</u>
Jerry Brase	Blueprint	10	3
~~Anthony Coleman~~	~~Materials, Industry~~	~~20~~	~~3~~
~~Roger Brown~~	~~Materials, Industry~~	~~20~~	~~2~~

Because of their experience in the industry, each of our instructors is uniquely equipped to train you in our franchise system, franchise operations, franchise business model, coaching, communication, skills, support tools, resources, technology, reporting systems, compliance, and legal awareness.

Opening of Franchise

Our franchisees typically open for business within 30 days after completing Phase III Training, which will generally take place 5 months after signing the Franchise Agreement. The Franchise Agreement requires you to open within 6 months after signing the Franchise Agreement. The factors that affect how

quickly you can open your Business include the training schedule, your ability to obtain necessary financing, and any local requirements for permits or licenses (Franchise Agreement Section 7.2).

C. Site Selection Assistance.

1. You must operate the iFoam Business from an approved facility located in the Protected Territory that meets our current standards and specifications (the "Approved Location"). You may use either a home office or leased commercial property as your Approved Location, however, if you elect to utilize a leased commercial property as your Approved Location, such proposed location will need to be approximately 1,500 to 3,500 square feet of commercial office/warehouse or flex space for your equipment, supplies and inventory and must: (i) be secured within ninety (90) days after the date of execution of the Franchise Agreement; (ii) be located in a Protected Territory; (iii) be approved and consented to by Franchisor in writing within thirty (30) days, prior to execution of any lease thereon; and (iv) meet our current standards and specifications, including, but not limited to, square footage, design, layout, signage, equipment and inventory storage. The factors we consider in approving your location include but are not limited to: (i) the type of commercial space; (ii) the geographic location of the space and whether it is centrally located within your Protected Territory; (iii) whether there is enough space for office and storage; and (iv) whether the terms of the lease are favorable. You must continuously maintain an Approved Location throughout the Term of the Franchise Agreement without interruption. You may not relocate the iFoam Business without our prior written consent. Your failure to obtain an Approved Location that meets our standards and specifications within the time period specified above will constitute a default under the Franchise Agreement, and could be subject to termination pursuant to Section 15 of the Franchise Agreement (Franchise Agreement Section 15).

2. The Approved Location must be within the Protected Territory granted to you under the Franchise Agreement, unless consented to in writing by the Franchisor or as provided herein. You may not relocate your iFoam Business without our written consent, which we will not unreasonably withhold provided that the new location meets our then-current criteria for an Approved Location. You are not required to have more than one Approved Location in the event that your purchase two or more contiguous Protected Territories.

3. We generally do not own sites and lease them to franchisees, lease sites and sublease them to franchisees, or select sites for franchisees.

4. We may (but are under no obligation to): (i) provide you with standards and/or guidelines for your office or leased commercial property, if any; and/or (ii) otherwise assist you in locating an office or leased commercial property, if any, to operate your iFoam (Franchise Agreement, Section 1.4).

5. We do not provide assistance with conforming your Approved Location to local ordinances and building codes, obtaining any required permits, and/or constructing, remodeling, or decorating the premises, and/or hiring and training employees.

6. We do not provide assistance with providing equipment, signs, fixtures, opening inventory, and supplies.

7. We will have a period of thirty (30) days to review and approve or deny your site proposal. If you have not approved a location from which to operate the iFoam Business as of the date you sign the Franchise Agreement, we will enter into our prescribed form of Site Selection Addendum (as attached as Exhibit E to the Franchise Agreement), the terms of which will govern the parties' site

selection obligations. You may not relocate the iFoam Business without our prior written consent.

8. We estimate that it will take 180 days for you to commence operations of your iFoam Business and complete our Initial Training Program and otherwise comply with all your other pre-opening obligations under your Franchise Agreement. The actual length of this period will depend upon factors such as whether you can acquire acceptable financing arrangements, our training schedules, and time necessary to obtain zoning permits, licenses, and variances in your area. You must successfully comply and complete all your pre-opening obligations and open your iFoam Business within 180 days of executing your Franchise Agreement or we may terminate your Franchise Agreement upon notice to you. (Franchise Agreement, Sections 7.2 and 15.3).

In addition, based on examples from iFoam businesses, we may, from time to time, make suggestions to you with regard to your pricing policies. Although you generally have the right to establish prices for the products and services you sell, we reserve the right to establish and enforce prices, both minimum and maximum, to the extent permitted by applicable law.

D. Post-Opening Obligations.

After you open your iFoam Business, we, or our affiliate or designee, will provide you with the following assistance:

1. *Additional and Remedial Training.* We reserve the right to conduct, and require Franchisee, Franchisee's Designated Manager (if applicable), estimators, installers, and other employees to attend additional and/or refresher training courses that Franchisor develops for the benefit of the System, as Franchisor deems advisable in its sole discretion, at Franchisor's expense. Additional and/or refresher training will take place digitally, via webinar/video conferencing, over the phone, via email or Franchisor's Operations Manual. Franchisor will provide Franchisee with thirty (30) days' notice of any upcoming additional or refresher training that Franchisee is required to attend.

2. *Reasonable Training and Assistance Requests.* Upon Franchisee's written request, Franchisor may provide Franchisee with additional training and/or assistance, as Franchisor deems necessary in its sole discretion, subject to the availability and schedules of Franchisor's personnel. Franchisor may charge Franchisee for Franchisor's actual costs and expenses incurred associated any training or assistance that Franchisor provides at Franchisee's request. Additional assistance will be provided by Franchisor digitally, via webinar/video conferencing, over the phone, via email or Franchisor's Operations Manual. In the event that Franchisee requests that the additional training and/or assistance be conducted within Franchisee's market or Protected Territory, Franchisee will be required to reimburse Franchisor for Franchisor's actual costs and expenses associated with providing in-market training, including any travel, lodging, meal expenses, and applicable per diem charges for Franchisor's personnel.

3. Updates or modifications to the System standards and specifications will be provided to you with updated lists of: (i) Approved Products and Services; (ii) Approved Suppliers; and (iii) items you must purchase in accordance with our System standards and specifications (i.e., equipment, fixtures, inventory, and supplies). (Franchise Agreement, Section 6.1).

4. Provide you with our list of all other Approved Products and Services, equipment, tools, supplies, and other items we require you to use in connection with the operation of your iFoam Business, along with our proprietary list of Approved Suppliers or sources of supply for those items (as applicable). We do not otherwise provide assistance with providing equipment, signs, fixtures,

opening inventory, and supplies. (Franchise Agreement, Section 6.2).

5. You may only offer for sale all products and services which we prescribe, and only those products and services. You must offer, use, and sell all private label products that we may now, or in the future, designate for sale by System franchisees. (Franchise Agreement, Section 7.4).

6. We reserve the right to conduct periodic inspections and/or audits of your iFoam Business and/or financial records, as we deem advisable in our sole discretion. (Franchise Agreement, Sections 7.6).

7. We will provide periodic advice and guidance regarding the ongoing operation of your iFoam Business and/or the use of the Proprietary Marks and System in general. Our advice and assistance may be provided through meetings, printed materials and/or other media that we may make available to you in the System from time to time, or otherwise by telephone, e-mail, electronically, or other manner of communication. In certain circumstances, we may require to be reimbursed for our actual costs associated with providing training and assistance requests in the event that you request that such training or assistances requests be conducted within your market or within your Protected Territory. (Franchise Agreement, Section 6.3 and Section 8.3).

E. Advertising and Marketing

1. Marketing Requirements

Brand Marketing Fee. Within forty-five (45) days after execution of the Franchise Agreement, Franchisee must pay to Franchisor or its affiliate (as designated by Franchisor) a Brand Marketing Fee of \$2,500. The Brand Marketing Fee covers the costs of creation, production and distribution of brand marketing assets, strategies and other materials or activities in any medium, which may include, but not limited to, the internet, social media, search engine optimization, video production, photography, campaign development and related advertising or marketing expenses, including administration expenses, in accordance with Franchisor's brand standards and specifications, as more fully set forth in our Operations Manual. If Franchisee purchases more than one (1) Protected Territory, Franchisee shall only be required to pay one (1) Brand Marketing Fee. This is a one-time fee.

Marketing and Advertising Expense. As of the date of this Disclosure Document, we do not require you to allocate any money towards locally marketing or advertising your iFoam Franchised Business within your Protected Territory. While you are not required to spend a specific amount on marketing and advertising, you may, at your option, expend an amount that you determine to be appropriate, in your reasonable discretion, on marketing and advertising during the term. You must submit, for our approval, all proposed advertising and promotional materials prior to your use or distribution. You agree to provide to Franchisor records and reports evidencing your marketing and advertising expenditures within five (5) business days of your receipt of a written request for such records and reports from Franchisor. Item 7 provides for an estimated monthly cost of \$2,000-\$4,000 in advertising expenses.

If you wish to use any advertising or promotional materials other than those currently approved for use by System franchisees, then you must submit the materials you wish to use to us for our prior written approval at least 30 days prior to your intended use or publication. We will use commercially reasonable efforts to notify you of our approval or disapproval of your proposed materials within 15 days of the date we receive the proposed materials from you. If you do not receive our written approval during that period, the proposed materials shall be deemed disapproved. Once approved, you may use the materials unless we withdraw or revoke our approval, which we may do at any time with written notice. All advertising must prominently display the Proprietary Marks and must comply with any standards we establish as specified in the Operations Manual or in any other writing. We may require you to

discontinue using any advertising or marketing material within a specified time frame, and at your own cost and expense. (Franchise Agreement, Section 12.1).

2. Advertising Cooperative.

Currently, our system has no regional advertising fund or cooperative.

We do not require you to participate in or to contribute to an advertising cooperative or brand fund.

F. Website and Internet Presence

You must have and maintain adequate hardware and software in order to access the internet at the bit speed we require from time to time. We have the right, but not the obligation, to establish and maintain website(s) that provides information about the System and the products and services offered by iFoam franchises. If we exercise our right to create such website(s), we will have sole discretion and control over it. We also have the right, but not the obligation, to create interior pages on our website(s) that contain information about your iFoam Business and other iFoam locations. If we do create such website(s), we may require you to prepare all or a portion of the website(s) page(s) for the iFoam Business, at your sole expense, and may require you to use a template that we provide. (Franchise Agreement, Sections 12.2.1 and 12.2.2).

Unless you obtain our prior written consent, you are prohibited from establishing or maintaining a separate website, or otherwise maintaining a splash page or other presence on the internet through any social networking site in connection with the operation of your iFoam Business, including without limitation, Facebook, Twitter, LinkedIn, YouTube, Pinterest, Instagram, Snapchat, or any other social media and/or networking site that uses any variation of the Proprietary Marks or references the System. If you seek and obtain our approval to create a separate website or other web presence, you must: (i) establish and operate the website or other web presence according to our standards and policies as we describe in the Operations Manual or otherwise in writing from time to time; and (ii) utilize any templates that we provide to you to create and/or modify your website(s) or other web presence. We may require you to update the content of any social media and/or networking site(s) at the times and in the manner we decide. (Franchise Agreement, Section 12.2.3).

We have the right to modify our policies regarding both our and your use of Internet websites as we deem necessary or appropriate for the best interests of the System. (Franchise Agreement, Section 12.2). We are currently the sole registrant of the domain name www.ifoam.com and we will be the sole registrant of any other domain names we decide to register in connection with the System in the future. You are prohibited from registering any domain name that contains words used in, or similar to, any trademark or service mark owned or used by us or our affiliate, or any colorable variation thereof (including any abbreviation, acronym, phonetic variation or visual variation). (Franchise Agreement, Section 12.2.4).

G. Computer Hardware and Software

We have the right to specify or require that certain brands, types, makes, and/or models of communications, computer systems, and hardware be used by you, including without limitation: (a) a compatible computer system that complies with our standards and specifications as set forth in the Operations Manual, and is capable of operating financial and other business software; (b) printers and other peripheral hardware or devices; (c) archival back-up systems; and (d) Internet access mode and bandwidth (collectively, the "Computer System"). (Franchise Agreement, Section 7.7).

Presently, you are required to purchase a computer system that meets our Computer System standards and specifications, which may include the following two packages:

Package 1:	Package 2:
RIVNT Basic - Microsoft Office E1 Package	RIVNT Standard - Microsoft Office E3 Package
Total Cost: \$45/month per user	Total Cost: \$60/month per user
Includes:	Includes:
• Microsoft Office E1 License ◦ Web-based and Mobile/Tablet Office apps only (Word, Excel, PowerPoint, Outlook) ◦ 50 GB Exchange mailbox ◦ 1 TB OneDrive cloud storage ◦ Microsoft Teams, SharePoint, and more. • Avanan Advanced Email Security ◦ Anti-phishing, anti-malware, and email threat protection • Dropsuite for Microsoft 365 ◦ Backup and recovery for Exchange, OneDrive, SharePoint, and Teams • Microsoft 365 Sign-In Security Audit ◦ Real-time monitoring of sign-in logs and suspicious activity ◦ Account Recovery • IT Support (Business Hours) ◦ IT Specialist support when you need it	• Microsoft Office E3 License ◦ Full desktop & web/mobile/tablet Office apps (install on up to 5 devices) ◦ 100 GB Exchange mailbox + archive mailbox ◦ 1 TB+ OneDrive cloud storage 5TB max ◦ Microsoft Teams, SharePoint, and more. ◦ Advanced compliance features (eDiscovery, Litigation Hold, DLP) • Avanan Advanced Email Security ◦ Anti-phishing, anti-malware, and email threat protection • Dropsuite for Microsoft 365 ◦ Backup and recovery for Exchange, OneDrive, SharePoint, and Teams • Microsoft 365 Sign-In Security Audit ◦ Real-time monitoring of sign-in logs and suspicious activity ◦ Account Recovery • IT Support (Business Hours) ◦ IT Specialist support when you need it

We also have the right, but not the obligation, to develop or have developed for us, or to designate: (a) Presently, you are required to purchase a computer system that meets our Computer System standards and specifications, which includes one of the following packages: computer software programs that you must use in connection with any component of the Computer System, including Microsoft software, accounting or bookkeeping software such as Quickbooks, and proprietary software which you must license from us (collectively, the “Required Software”); (b) updates, supplements, modifications, or enhancements to the Required Software, which you must install at your expense; (c) the tangible media upon which you record data; and (d) the database file structure of the Computer System. At our request, you must purchase or lease, and thereafter maintain, the hardware necessary to support Required Software. You must purchase the components of the System and required software from Approved Suppliers or designated vendors or third-party suppliers (as we designate). You agree, at your own expense, to keep your Computer System in good maintenance and repair and install such additions, changes, modifications, substitutions, and/or replacements to your Computer System or Required Software as we direct from time to time in writing. There currently are no maintenance and support contracts for your Computer System, but we reserve the right to require them at any time. (Franchise Agreement, Section 7.7).

There are no contractual limitations on the frequency and cost of upgrades and/or updates to the above-described systems or programs. We have no obligations to maintain, repair, updated, or upgrade your computer and software.

We may, but are under no obligation to, modify the specifications and the components of the Computer System from time to time and may require you to obtain specified computer hardware and/or software, including a license to use proprietary software developed by us or others, as well as service and support contracts for the hardware and software. As of the date of this Disclosure Document, we have not rolled out any required maintenance, or updates. The Franchise Agreement does not impose a limit as to the number or cost of such changes to the Computer System.

The estimated cost of purchasing the Computer System is included in the Opening Package and is approximately \$21,500 ~~and, which~~ includes one tablet for your salesperson/estimator, and one mobile printer, ~~a hotspot, and a subscription to the RIVNT Basic Package~~. We may require that your Computer System be programmed to automatically transmit data and reports about the operation of the iFoam Business to us. (Franchise Agreement, Section 7.7).

We have the right to independently access, monitor, and retrieve any data you input or collect electronically, including access to your Computer System or for any other purpose we deem necessary. Data collected by your Computer System includes, but is not limited to, customer names, addresses, phone numbers, emails, and type (residential or commercial). The franchise agreements do not impose upon us any contractual limitations to our access to your data. You must deliver to us all access codes, static internet protocol ("IP") addresses and other information to facilitate our access to the data within 30 days of opening the iFoam Business (Franchise Agreement, Section 7.7). We are the sole owners of all databases, lists, templates, programs and any other software components that have been created and/or customized by us using the e-CCM System, Computer System and/or Required Software (the "Proprietary Software"). In the future, we may customize the Proprietary Software and create programs that conduct other activities. You are required to obtain the computer hardware that is necessary to implement the Proprietary Software and comply with all our specifications and standards as provided in the Operations Manual. This Proprietary Software will be our proprietary product and the information collected from it will be our confidential information. (Franchise Agreement, Section 7.7). Franchisee must also provide Franchisor with access to the information generated by any software Franchisor requires Franchisee to use in connection with its accounting, reporting, disclosure, and otherwise obligations under this Agreement, including, but not limited to, any accounting or bookkeeping software, and Franchisor's proprietary software provider(s).

You are required to participate in any System-wide computer network, intranet system, or extranet system that we implement and may be required to use the computer network, intranet system, or extranet system to, among other things: (i) submit your reports due under the Franchise Agreement to us on-line; (ii) view and print portions of the Manuals; (iii) download approved local advertising materials; (iv) communicate with us and other System franchisees; and (v) to complete initial or ongoing training as we designate. You must use the computer network, intranet system or extranet system that strictly complies with the standards, protocols, and restrictions provided in the Operations Manual, including those related to the encryption of confidential information and prohibitions against the transmission of libelous, derogatory or defamatory statements. You will be solely responsible for any licensing and/or maintenance fee(s) associated with any intranet or extranet described above. (Franchise Agreement, Section 7.7).

H. Additional Investment

We are not obligated to provide any ongoing maintenance, repairs, upgrades or updates to your iFoam Business.

ITEM 12 **TERRITORY**

Approved Location

You must operate the iFoam Business from an approved facility located in the Protected Territory that meets our current standards and specifications (the “Approved Location”). You may use either a home office or leased commercial property as your Approved Location, however, if you elect to utilize a leased commercial property as your Approved Location, such proposed location will need to be approximately 1,500 to 3,500 square feet of commercial office/warehouse or flex space for your equipment, supplies and inventory and must: (i) be secured within ninety (90) days after the date of execution of the Franchise Agreement; (ii) be located in a Protected Territory; (iii) be approved and consented to by Franchisor in writing within thirty (30) days, prior to execution of any lease thereon; and (iv) meet our current standards and specifications, including, but not limited to, square footage, design, layout, signage, equipment and inventory storage. The factors we consider in approving your location include but are not limited to: (i) the type of commercial space; (ii) the geographic location of the space and whether it is centrally located within your Protected Territory; (iii) whether there is enough space for office and storage; and (iv) whether the terms of the lease are favorable. You must continuously maintain an Approved Location throughout the Term of the Franchise Agreement without interruption. You may not relocate the iFoam Business without our prior written consent. Your failure to obtain an Approved Location that meets our standards and specifications within the time period specified above will constitute a default under the Franchise Agreement, and could be subject to termination pursuant to Section 15 of the Franchise Agreement (Franchise Agreement Section 15).

The Approved Location must be within the Protected Territory granted to you under the Franchise Agreement, unless consented to in writing by the Franchisor or as provided herein. You may not relocate your iFoam Business without our written consent, which we will not unreasonably withhold provided that the new location meets our then-current criteria for an Approved Location. You are not required to have more than one Approved Location in the event that your purchase two or more contiguous Protected Territories.

Protected Territory

We will grant you a Protected Territory within which to develop your iFoam Business.

The size of your Protected Territory may vary from other System franchisees based on the location and demographics surrounding your Approved Location. Typically, a single Protected Territory will consist of a population of approximately 200,000 individuals, depending upon geography, demographics, and other factors. The demographics, geography, and other factors we use in defining your Protected Territory are based upon information provided to us by third-party sources that we select in our sole discretion.

If you purchase two or more iFoam Businesses, you will be granted separate Protected Territories under each Franchise Agreement you execute, which are generally, but not always, contiguous and immediately adjacent to each other.

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. While you will not receive any exclusive rights to provide our Approved Products and Services within your Protected Territory, it will be protected in that we will not establish or allow another person to establish an iFoam business utilizing the Proprietary Marks and System within your Protected Territory or allow another iFoam franchise to provide Approved Products and Services within your Protected Territory excepted as stated below.

You may not solicit, advertise or attempt to service or service any customers outside of your Protected

Territory without our prior written consent (which may be withheld for any reason). If you solicit, advertise or sell products or services outside of the Protected Territory without our prior written consent, in addition to all other rights and remedies available to us for a breach of this agreement, we will have the right to terminate the Franchise Agreement.

Although you do not have a right to do so, we may permit qualified parties to establish another iFoam Business, if they are in conformance with our standards and specifications set out in our Operations Manual, and otherwise in good standing under the terms of the Franchise Agreement. We have the absolute right to determine whether an existing franchisee is in conformance with our standards and specifications set out in our Operations Manual, and otherwise in good standing under the terms of the Franchise Agreement. As of the date of this Disclosure Document, the criteria we consider are, among other factors: a franchisee's compliance with the System, operational success (including your existing Franchised Business(es) meeting or exceeding certain performance thresholds), leadership ability and team development, financial stability and ability to expand and potential limits on the number of Businesses any franchisee owns.

National and Regional Accounts

There are currently no National and Regional Accounting ("NORA") programs, and we do not reserve the right to create NORA programs.

Rights Reserved by Us

We do NOT reserve the right to:

- (i) use other channels of distribution, such as the Internet, catalog sales, telemarketing, or other direct marketing sales, to make sales within the franchisee's territory using the franchisor's principal trademarks.
- (ii) use other channels of distribution, such as the Internet, catalog sales, telemarketing, or other direct marketing, to make sales within the franchisee's territory of products or services under trademarks different from the ones the franchisee will use under the franchise agreement.

Alternate Channels of Distribution

We do NOT reserve the right to distribute our and our affiliates' products and services in your protected territory using our Marks or other trademarks, including various spray foam products, already developed and those yet to be developed, through any alternate channels of distribution.

ITEM 13
TRADEMARKS

You will have the limited right to use the following Proprietary Marks we have registered with the United States Patent and Trademark Office ("USPTO"), as well as any other Proprietary Marks we may now or in the future designate in connection with the System, provided you use these marks in accordance with our System standards and specifications.

We have registered with the USPTO for the following design and character marks:

MARK	REGISTRATION NO.	REGISTRATION DATE	REGISTER
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"iFoam"	4968375	May 31, 2016	Principal
	7102009	July 04, 2023	Principal
	7496025	September 03, 2024	Principal
	7496026	September 03, 2024	Principal
"iFoam Insulation"	7654993	January 14, 2025	Principal

Additionally, we have secured a Nebraska trademark registration for the following trademarks:

MARK	REGISTRATION DATE	STATE REGISTER
	January 07, 2022	Nebraska

	January 07, 2022	Nebraska
	January 07, 2022	Nebraska

Required affidavits and renewals for the registrations for these Proprietary marks have been filed when due.

We and our principals derived the right to use the Proprietary Marks from a license agreement we entered into with our affiliate HPB Foam Holdings LLC (the “License Agreement”). Under the License Agreement, we have the right to use the Proprietary Marks and System, as well as license third parties the right to use the Proprietary Marks and System to operate the iFoam Business(es), as part of our franchise system. Our affiliate may terminate the license agreement due to our material breach. Upon termination of the License Agreement, we will be required to cease all use of the Proprietary Marks, and we will require you to do the same.

There are currently no effective determinations of the USPTO, the Trademark Trial and Appeal Board, the trademark administrator of any state or any court; no pending interference, opposition or cancellation proceedings; nor any pending material litigation involving any of the Proprietary Marks that could materially affect your use of the Proprietary Marks. Currently, there is no litigation pending or otherwise that limits our ability to use or license the Proprietary Marks to you or any other franchisee. There are no other agreements that will affect our right to use, and license you to use, the Proprietary Marks in any manner material to the System and franchises offered in this Disclosure Document.

Your right to use the Proprietary Marks granted under the Franchise Agreement is non-exclusive, and we retain the right, among others: (i) to use the Proprietary Marks for selling products and services; (ii) to grant others licenses for the Proprietary Marks, in addition to those licenses already granted to existing franchisees; and (iii) to develop and establish other systems using the same or similar Proprietary Marks, or any other proprietary marks, and to grant licenses or franchises in those systems without providing any rights to you.

All your usage of the marks and any goodwill you establish will be for our exclusive benefit and you retain no rights in the Proprietary Marks on the termination or expiration of the Franchise Agreement. You may not use the Proprietary Marks as a part of any corporate or trade name or as part of a domain name, or an electronic address, nor may you use any trade name, trademark, service mark, emblem or logo other than the Proprietary Marks, as we may designate. You must prominently display the Proprietary Marks on the items we designate, including signs and packaging materials. You must obtain fictitious or assumed name

registrations we require or under applicable law. You must identify yourself as the owner of the iFoam Business by placing your name on the iFoam Business and on all checks, invoices, receipts, contracts and other documents that bear any of the Proprietary Marks, and on all printed materials your name must be followed by the phrase “an iFoam franchisee” or any other phrase as we direct. Upon termination or expiration of the Franchise Agreement, you are required to de-identify your iFoam Business, removing all our trademarks, logos, or other proprietary or intellectual property items that we specify.

You must immediately notify us of any information that you acquire concerning any use by others of names or marks which are the same, or confusingly or deceptively similar to any of the Proprietary Marks. At our request, you must assist us to protect and maintain our interest in the Proprietary Marks, and we will pay or reimburse your reasonable costs incurred in rendering such assistance, unless we are required to take action to protect our interests because of your wrongful acts or those of any person under your control.

We are not obligated to protect you from the right to continued use of the Proprietary Marks. Although our right to pursue any third-party infringers of our Proprietary Marks is optional, as a company policy, we may elect to aggressively protect our rights under the Proprietary Marks. If at any time we consider it to be advisable (in our sole discretion) for us and/or you to modify or discontinue the use of any Proprietary Mark and/or use one or more additional or substitute trade or service marks, you must comply with our directions within a reasonable time after receiving notice from us and at your expense. We are not obligated to reimburse you for the costs you incur in complying with our directions or the loss of revenue or expenses caused by any modification or discontinuance of a Proprietary Mark. We are not required to protect you against third party claims of trademark infringement or unfair competition; however, we reserve the right to assist in the defense of such matters. We are required to, and will defend and protect you against third party claims arising out of the Proprietary Marks.

You must immediately notify us of any apparent infringement or challenge to your use of any Proprietary Mark, or any claim by any person of any rights in any Proprietary Mark. You agree not to communicate with any person other than us, our attorneys of choice and your attorneys in connection with any such claim or challenge. If we choose to take over or control the defense of any claim or challenge the cost of such defense will be paid by us, provided that if any claim or challenge is caused by your wrongful acts, we may request that you indemnify us for any claims or damages we incur. This includes paying all our attorneys’, experts or other professional fees we may incur to defend any claim or challenge resulting from any of your wrongful acts. In limited instances, if we take over any claim or challenge, we may reimburse you for the reasonable expenses you incur in connection with cooperating with us, as we deem necessary in our sole discretion.

ITEM 14

PATENTS, COPYRIGHTS AND PROPRIETARY INFORMATION

We hold no patents and have no pending patent applications that are material to the franchise. We claim common law copyright and trade secret protection for several aspects of the System including, without limitation, our Operations Manual, training materials, advertising, and business materials.

There are no current determinations, proceedings or litigation involving any of our copyrighted materials. Should you become aware that any unauthorized third party is using any of our patented and/or copyrighted materials, we request that you notify us of such unauthorized use. We may revise our System and any of our copyrighted materials in our discretion and may require that you cease using any outdated copyrighted material. In the event that we require you to discontinue use of any outdated copyrighted material and/or implement updated copyrighted material, the Franchise Agreement does not impose any obligation upon us concerning compensation to you. You will be responsible for printing any revised or new advertising,

marketing, or other business materials.

During the term of the Franchise Agreement, you will receive information that we consider trade secrets and confidential information. You may not, during the term of the Franchise Agreement or any time after that, communicate, divulge, or use for the benefit of any other person, partnership, association, corporation, or limited liability company any of these trade secrets, copyrighted materials, methods and other techniques and know-how concerning the operation of the iFoam Business (the "Confidential Information"). You may divulge such Confidential Information only to your employees who must have access to it to perform their employment obligations.

You and your managers and other key employees must maintain the confidentiality of any Confidential Information, however, you and your managers and other key employees will not be required to sign a Confidentiality Agreement. The Franchise Agreement provides that if you, your employees, or principals develop any new concept, process or improvement in the operation or promotion of any iFoam Business, you will promptly notify us and provide us with all necessary related information, without compensation or consideration, including, but not limited to, bestowing any rights to you related thereto. Any new concept, process or improvement will become our sole property and we will be the sole owner of all patents, patent applications, trademarks, copyrights, and other intellectual property rights whatsoever related to such new concepts. You and your principals will assign to us any rights you may have or acquire in new concepts you or your employees or contractors develop, including the right to modify such concept, process or improvement, and otherwise will waive and/or release all rights of restraint and moral rights to any new concepts you or your employees or contractors develop. You and your principals agree to assist us in obtaining and enforcing the intellectual property rights to any such concept, process or improvement in any and all countries and further agree to execute and provide us with all necessary documentation for obtaining and enforcing such rights. You and your principals will irrevocably designate and appoint us as your agent and attorney-in-fact to execute and file any such documentation and to do all other lawful acts to further the prosecution and issuance of patents or other intellectual property rights related to any such concept, process or improvement. In the event that these provisions in the Franchise Agreement are found to be invalid or otherwise unenforceable, you and your principals will grant to us a worldwide, perpetual, non-exclusive, fully paid license to use and sublicense the use of the concept, process or improvement to the extent such use or sublicense would, absent the Franchise Agreement, directly or indirectly infringe on your rights to the new concepts.

We may revise any of our copyrighted materials at our discretion and may require that you cease using any outdated item or portion of the Manuals.

ITEM 15

OBLIGATION TO PARTICIPATE IN THE ACTUAL OPERATION OF THE FRANCHISED BUSINESS

You (or your principals) must devote his or her personal attention, skill and best efforts to the management and operation of the iFoam Business and to promote and increase the demand for our products and services within the Protected Territory. You agree that you may not, without our prior written consent, engage in any commercial activity that may be injurious to the iFoam Business or the goodwill associated with the Proprietary Marks or System. Your (or your principals') violation of these terms will be a material breach of the Franchise Agreement, and we may terminate the Franchise Agreement with notice and without an opportunity to cure.

Upon your written request, we shall permit you to employ a manager to manage the day-to-day operations of the iFoam Business (the "Designated Manager"), provided the Designated Manager: (i) is approved by

us in writing prior to hiring; and (ii) successfully completes our Initial Training Program before assuming any managerial responsibility. The Designated Manager need not have any equity interest in the iFoam Business. If you choose to employ a Designated Manager, they are not required to hold ownership interest in the franchisee. The Designated Manager, and any other key employees are not required to sign a written statement to maintain confidentiality of the trade secrets described in Item 14 (see Item 14 for more details). The iFoam Business must always be staffed with at least one individual who has successfully completed the Initial Training Program. If a Designated Manager resigns or is otherwise terminated, the replacement must be trained pursuant to our then-current standards. The new Designated Manager must successfully complete training within 30 days of hiring. The Designated Manager is not permitted to seek or maintain other employment or engage in any other business activities during the term of the Franchise Agreement.

You, your spouse, and your principal shareholders, members and/or owners will not be required to sign a Guaranty agreeing to pay and perform all obligations under the Franchise Agreement.

ITEM 16 **RESTRICTIONS ON WHAT THE FRANCHISEE MAY SELL**

You must offer for sale all products and services which we prescribe and only those products and services which we prescribe. You may only offer products and services that we have previously approved. You may not offer any other products or services for sale without having received our prior written authorization. You must always maintain sufficient levels of inventory as specified in the Operations Manual, to adequately satisfy consumer demand. You must offer, use, and sell all private label products which we may now or in the future designate for sale by System franchisees.

All products and services you use or offer for sale from your iFoam Business must comply with our standards and specifications. Our standards and specifications are set forth in the Operations Manual, which is revised from time to time. You are responsible for ensuring that your iFoam Business always meets these standards. We have the right to inspect your iFoam Business or attend a project site for quality control purposes. We have the right to change our System, and the requirements thereunder, from time to time.

You must agree to offer and honor, at your own cost, a warranty on all materials and work sold by your iFoam Business to each of your customers in accordance with the terms we establish and modify from time to time.

ITEM 17 **RENEWAL, TERMINATION, TRANSFER AND DISPUTE RESOLUTION**

This table lists certain important provisions of the Franchise Agreement and related agreements pertaining to renewal, termination, transfer and dispute resolution. 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	2.1	five (5) years, which will commence on the date we execute the Franchise Agreement.
B. Renewal or extension of term	2.2	three (3) successive five (5) year term.

C. Requirements for franchisee to renew or extend	2.2.1 through 2.2.9	Subject to state law. You must: (i) provide notice of your renewal no fewer than 12 months and no greater than 18 months prior to the end of the term; (ii) be in good standing with Franchisor; (iii) not be in breach of any provision of the Franchise Agreement, or any other agreement with us, our affiliates, approved/designated suppliers and vendors, and also have been in substantial compliance with these agreements during their respective terms; (iv) execute our then- current form of franchise agreement, the terms of which may materially vary from the terms of your current Franchise Agreement; (v) execute a general release in favor of us and our affiliates in the form we prescribe; and (vi) pay a renewal fee equal to \$5,000 for each Protected Territory.
D. Termination by franchisee	2.3	You may terminate the Franchise Agreements at any time during the Term upon: (i) written notification by Franchisee to Franchisor of termination of this Agreement and the rights granted hereunder; and (ii) lump sum payment by Franchisee to Franchisor in an amount equal to the lesser of either: (a) monthly Franchise Fee for a period of, or multiplied by, twenty four (24) months; or (b) the remainder of the monthly Franchise Fees due to Franchisor for the remainder of the Term of the Franchise Agreements You may terminate under any grounds permitted by law.
E. Termination by franchisor without cause	Not Applicable.	Not Applicable. Subject to state law.
F. Termination by franchisor with cause	15.1 through 15.4	Subject to state law, we may terminate your agreement upon your default and, in some instances, failure to cure. Termination is effective upon delivery of written notice, except as otherwise provided in the Franchise Agreement.

G. "Cause" defined – curable defaults	15.3	The following are curable defaults under the Franchise Agreement, provided you cure the default within 15 days of our notice of: (i) Franchisor has the right to terminate this Agreement if Franchisee fails to perform or comply with any other term or condition of this Agreement, or any ancillary agreements between Franchisee and Franchisor, and Franchisee fails to cure such default(s) within thirty (30) days after being provided with notice thereof.
H. "Cause" defined – non-curable defaults	15.1	The Franchise Agreement will automatically terminate without notice or opportunity to cure upon the occurrence of any of the following: (i) If Franchisee or any principal makes an assignment for the benefit of creditors, files a voluntary petition in bankruptcy, is adjudicated bankrupt or insolvent, files or acquiesces in the filing of a petition seeking reorganization or arrangement under any federal or state bankruptcy or insolvency law, or consents to or acquiesces in the appointment of a trustee or receiver for Franchisee or the Franchised Business; or (ii) If proceedings are commenced to have Franchisee or any of its principals adjudicated bankrupt or to seek Franchisee's reorganization under any state or federal bankruptcy or insolvency law, and such proceedings are not dismissed within sixty (60) days, or a trustee or receiver is appointed for Franchisee or the Franchised Business without Franchisee's consent, and the appointment is not vacated within 60 days.
	15.2	We have the right to terminate the Franchise Agreement upon notice and without opportunity to cure upon the occurrence of any of the following defaults: (i) If Franchisee or Franchisee's principals are convicted of or plead guilty or no contest to a felony or other offense related to the operation of the Franchised Business or that Franchisor believes, in its sole discretion, is likely to have a material adverse effect on the Proprietary Marks or the goodwill associated therewith.; (ii) If Franchisee or Franchisee's principals commit any fraud or misrepresentation in the operation of the Franchised Business, including but not

		limited to, any material misrepresentation made in Franchisee's franchise application; (iii) If Franchisee or Franchisee's principals make any material misrepresentation or omission in connection with Franchisee's franchise application, including but not limited to any financial misrepresentation; (iv) If Franchisor sends Franchisee three (3) or more written notices of default pursuant to Sections 15.3 of this Agreement in any consecutive 12-month period, regardless of whether the defaults set forth in the notices were subsequently cured.; (v) If Franchisee or Franchisee's principals violate any provision hereof pertaining to Proprietary Marks or Confidential Information; (vi) If Franchisee violates any law, ordinance or regulation or operates the Franchised Business in a manner that presents a health or safety hazard to customers, or the public and fails to cure such violation within 24 hours of Franchisee's receipt of written notice from Franchisor; provided that, if the breach cannot reasonably be cured within such time frame, Franchisee shall take immediate steps to cure the violation and complete the cure as soon as commercially practicable; (vii) If Franchisee violates the in-term restrictive covenant contained in Section 17.1; (viii) If Franchisee voluntarily or otherwise abandons the Franchised Business. The term "abandon" includes any conduct which indicates a desire or intent to discontinue operations of the Franchised Business without limiting the foregoing, failure to operate the Franchised Business for seven (7) consecutive days will be deemed a abandonment of the Franchised Business; (ix) If Franchisee purports to sell, transfer or otherwise dispose of any interest in the Franchised Business in violation of Section 14 hereof; (x) If Franchisee fails to pay Franchisor as and when due any sums owed to Franchisor, any of Franchisor's affiliates, or any of Franchisor's system suppliers or vendors, or if there are insufficient funds in Franchisee's bank account to cover a check or EFT payment to Franchisor two (2) or more times within any twelve (12) month period; (xi) If Franchisee performs Residential Services Franchised
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		outside of the Protected Territory without Franchisor's prior written consent, as provided in Section 1.2 of this Agreement; (xii) If Franchisee performs Commercial Services prior to Franchisee attending and completing the training required to perform such Commercial Services, or if Franchisee performs Commercial Services prior to Franchisee being approved by Franchisor to perform such Commercial Services; (xiii) If Franchisee or Franchisee's principals, including any shareholder, member, guarantors or agents, engage in activity or conduct which materially impairs that goodwill associated with the System or the Proprietary Marks and fails to cease and correct such activities or conduct within forty-eight (48) hours of Franchisee's receipt of written notice of a breach under this Section.; (xiv) If Franchisee fails to submit monthly financial reports as required by Franchisor by the twenty-first (21st) of each month (or other date Franchisor may require).
I. Franchisee's obligations on termination/non-renewal	16.1	Upon termination or expiration of the Franchise Agreement, your obligations include: (i) Immediately cease all operations under this Agreement; (ii) Immediately pay Franchisor all unpaid fees, and pay Franchisor, Franchisor's affiliates, Franchisor's major suppliers and vendors, all other monies owed; (iii) Discontinue immediately the use of the Proprietary Marks; (iv) Immediately cease using the proprietary software and the Operations Manual, and return all Proprietary Materials and Confidential Information, including, without limitation, all customer lists and data, within ten (10) calendar days and immediately and permanently cease use of such information and materials; (v) Immediately cease using all telephone and facsimile numbers and listings, as well as any permitted domain names and/or Social Media Pages used in connection with the operation of the Franchised Business (collectively, the "Assigned Property"), and direct the telephone company and/or domain name registrar to transfer all such Assigned Property to Franchisor or Franchisor's designee pursuant to the

		Conditional Assignment of Telephone Numbers and Domain Name attached hereto as Exhibit A, and transfer all usernames and passwords for all Social Media Pages to Franchisor; (vi) Immediately surrender all stationery, printed matter, signs, advertising materials, supplies and other items containing the Proprietary Marks as Franchisor directs and all items which are a part of the trade dress of the System-immediately, no later than ten (10) calendar days after the termination or expiration of this Agreement; (vii) Immediately cease holding itself out as Franchisor's Franchisee; (viii) Immediately cease to communicate with all iFoam customers; (ix) Franchisee must ensure that all projects in progress at the time of the transfer will be continued without interruption, and the transferee must promptly notify all current customers of the change in ownership; (x) Take such action as shall be necessary to amend or cancel any assumed name, business name or equivalent registration, which contains any trade name or other Proprietary Mark Franchisor licensed to Franchisee, and furnish Franchisor evidence satisfactory to Franchisor of compliance with this obligation within fifteen (15) calendar days after the termination, expiration or transfer of this Agreement; (xi) Comply with the post-termination covenants set forth in Section 17 hereof, all of which shall survive the transfer, termination or expiration of this Agreement; (xii) Comply with the post-termination covenants set forth in Section 17 hereof, all of which shall survive the transfer, termination or expiration of this Agreement; (xiii) Immediately remove Franchisor's Proprietary Marks from vehicles used in connection with the Franchised Business, and otherwise de-identify the vehicles from being associated with Franchisor or the System; and (xiv) Execute from time to time any necessary papers, documents, and assurances to effectuate the intent of this Section 16.
J. Franchisor's right to transfer	14.5	There are no restrictions on our right to sell, transfer, or assign the Franchise Agreement.

K. "Transfer" by franchisee-defined	14.1 and 14.4	Subject to state law. You, or any of your principals', assignment, sale, gift, pledge, or other disposition of any interest in the Franchise Agreement or the iFoam Business (whether voluntary or involuntary, direct or indirect).
L. Franchisor approval of transfer by franchisee	14.1 and 14.4	Subject to state law. Any transfer requires our prior written consent.
M. Conditions for franchisor approval of transfer	14.3.2	1 Subject to state law. Our approval of a proposed transfer is conditioned upon the satisfaction of the following conditions, as applicable: (i) All of Franchisee's accrued monetary obligations to Franchisor, Franchisor's affiliates, and Franchisor's designated/approved suppliers and vendors, are satisfied; (ii) Franchisee and Franchisee's principals (if Franchisee is a partnership, corporation or limited liability company), and the transferee (if it has had any previous relationship with Franchisor or Franchisor's affiliates), must execute a general release under seal, in a form satisfactory to Franchisor, of any and all claims against Franchisor and Franchisor's affiliates and officers, directors, shareholders and employees, in their corporate and individual capacities; provided, however, the release shall not be inconsistent with any applicable state statute regulating franchising; (iii) The transferee shall demonstrate to Franchisor's satisfaction that he or she meets Franchisor's business standards; possesses a good moral character, business reputation and credit rating; has the aptitude and ability to conduct the business to be transferred; and has adequate financial resources and capital to meet the performance obligations under this Agreement; however, transferee shall not be in the same business as Franchisor either as licensor, franchisor, independent operator or franchisee of any other business or chain which is similar in nature or in competition with Franchisor, except that the transferee may be an existing franchisee of ours; (iv) That the transferee: (i) enter into a written assignment, in a form satisfactory to

		Franchisor, assuming and agreeing to discharge all of Franchisee's obligations under this Agreement; and (ii) executes Franchisor's then-current franchise agreement; (v) Franchisee shall pay Franchisor a transfer fee equal to the greater of either: (i) Ten Thousand Dollars (\$10,000.00); or (ii) twenty percent (20%) of Franchisor's then-current Territory Fee; (vi) Franchisor's approval of the transfer shall not constitute a waiver of any claims Franchisor may have against the transferring party; and (vii) in any event, Franchisor may withhold or condition Franchisor's consent to any transfer as Franchisor deems appropriate based on the circumstances of the transfer or otherwise.
N. Franchisor's right of first refusal to acquire franchisee's business	Not Applicable	Not Applicable
O. Franchisor's option to purchase franchisee's business	Not Applicable	Not Applicable
P. Death or disability of franchisee	Not Applicable	Not Applicable
Q. Non-competition covenants during the term of the franchise	17.1	During the term of the Franchise Agreement, neither you, nor your owners, officers, directors, principals or Designated Managers may directly or indirectly: (a) own, maintain, engage in, be employed as an officer, director, or principal of, lend money to, extend credit to or have any interest in any other business that, directly or indirectly, by itself or through licensees or franchisees, offers commercial or residential insulation services or any other products and/or services authorized or offered for sale by System franchisees (a "Competitive Business") regardless of location provided that Section 17.1.1 of the Franchise Agreement does not apply to: (i) your ownership of a iFoam Business under a Franchise Agreement with us; or (ii) your ownership of a less than five percent (5%) legal or beneficial interest in any publicly traded company providing such services; (b) solicit any current, former, or prospective customer solicited by your

		iFoam Business or any other customer that you become aware of as a result of access to our System and other franchisees for any competitive purpose. Subject to state law.
R. Non-competition covenants after the franchise is terminated or expires	17.2	For a period of two (2) years after the expiration and nonrenewal, transfer or termination of the Franchise Agreement, regardless of the cause, neither you, your owners, officers, directors, or principals, nor any member of the immediate family of you or your owners, officers, directors, principals, or Designated Managers may, directly or indirectly, for themselves or through, on behalf of, or in conjunction with any other person, partnership or corporation: (1) Own, maintain, engage in, be employed as an officer, director, or principal of, lend money to, extend credit to or have any interest in any Competitive Business (a) within the Protected Territory, (b) within a 25-mile radius of the Protected Territory or (c) within a 25-mile radius of any other protected territory franchised or licensed by us to a iFoam Business as of the date of expiration/termination of the Franchise Agreement. This covenant does not apply to: (i) your ownership of a iFoam Business under a Franchise Agreement with Franchisor; or (ii) your ownership of a less than five percent (5%) legal or beneficial interest in any publicly traded company providing Competitive Services; or (2) solicit any current, former, or prospective customer solicited by your iFoam Business or any other customer that you have become aware of as a result of access to our System and other franchisees for any competitive purpose. Subject to state law.
S. Modification of the agreement	22.1	The Franchise Agreement may not be modified except by a written agreement that both of us sign.
T. Integration/ merger clause	22.1	Only the terms of the Franchise Agreement and the Franchise Disclosure Document are binding (subject to state law). Any representations or promises made outside of the disclosure document and franchise agreement may not be enforceable. Nothing in the Franchise Agreement or any related agreement is intended to disclaim the representations we made in this Disclosure Document.

U. Internal Dispute Resolution	18.2	You must first bring any claim that is between us to the attention of our management. You must first exhaust our internal dispute resolution procedures before you may bring your dispute before a third party, including, but not limited to, the requirement to travel to our headquarters in Omaha, NE for a meeting with the Chief Executive Officer and any other appropriate personnel. The requirement that you must first attempt to resolve disputes internally will survive the termination or expiration of your term. Subject to state law.
V. Dispute resolution by arbitration or mediation	18.3 and 18.4	Before commencing any legal action against us or our affiliates with respect to any such claim or dispute, you must submit a notice to us, which specifies, in detail, the precise nature and grounds of such claim or dispute. Any and all disputes and claims that are not resolved by Internal Dispute Resolution must, be submitted to mediation, unless we provide in writing otherwise. The mediation will take place in Bucks County, Pennsylvania, under the auspices of the American Arbitration Association (“AAA”) in accordance with the AAA’s Commercial Mediation Rules then in effect. Any and all disputes and claims that are not resolved by mediation must, be submitted to arbitration, unless we provide in writing otherwise. The arbitration will take place in Bucks County, Pennsylvania, under the auspices of the American Arbitration Association (“AAA”) in accordance with the AAA’s Commercial Arbitration Rules then in effect. You may not commence any action against us or our affiliates regarding any claim or dispute in any court unless and until the occurrence of both: (a) mediation proceedings have occurred, or mediation proceedings have been terminated either: (i) as the result of a written declaration of the mediator(s) that further mediation efforts are not worthwhile; or (ii) as a written declaration by us; and then (b) arbitration proceedings have occurred, or such arbitration proceedings have been terminated either: (i) as the result of a

		written declaration of the arbitrator(s) that further arbitration efforts are not worthwhile; or (ii) as a result of a written declaration by us. Our right to mediation and arbitration may be specifically enforced by us. Each party shall bear its own cost of mediation and/or arbitration, except that we will share the mediator's fees with you equally. This agreement to mediate and arbitrate will survive any termination or expiration of the Franchise Agreement.
	18.3.1	The parties shall not be required to first attempt to mediate and arbitrate a controversy, dispute, or claim through mediation if such controversy, dispute, or claim relates to an allegation that Franchisee has violated (or threatens to violate, or poses an imminent risk of violating): (i) any federally protected intellectual property rights in the Proprietary Marks, the System, or in any Confidential Information; (ii) any of the restrictive covenants contained in the Franchise Agreement; or (iii) the indemnification provisions set forth in the Franchise Agreement.
W. Choice of forum	18.4	All claims not subject to mediation or arbitration must only be brought in a competent court of general jurisdiction located in Bucks County, Pennsylvania or, if appropriate, the United States District Court for the Eastern District of Pennsylvania (subject to state law).
X. Choice of law	18.1	Subject to state law. Subject to state law, Pennsylvania law governs all claims arising out of the Franchise Agreement, without reference to its conflict of laws provisions.
Y. Liquidated Damages	18.13	Franchisor and Franchisee agree that if this Agreement is terminated as a result of Franchisee's default before the expiration of the Term, it would be impossible to calculate with reasonable precision the losses that would be incurred by Franchisor because of the unpredictability of future business conditions, inflationary prices, the impact on Franchisor's reputation from having closed a franchised business, Franchisor's ability to replace the Franchised Business in the same market and other factors. Accordingly, if this

		Agreement is terminated as a result of any default by Franchisee, Franchisor will be entitled to recover as liquidated damages, and not as a penalty, an amount equal to the monthly Franchise Fee multiplied by twenty-four (24) full calendar months. Notwithstanding anything contained herein to the contrary, if a court determines that this liquidated damages provision is unenforceable, then Franchisor may pursue all other available remedies
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ITEM 18 **PUBLIC FIGURES**

We do not currently use any public figure to promote our System.

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.

Background

As of December 31, ~~2024, twenty-five (25)~~2025, we had a total of 22 franchisees ~~were open and~~ operating across ~~ninety (90)~~87 Protected Territories, ~~with twenty (20)~~. Of these 22 franchisees, 19 franchisees were operating 87 Protected Territories and had been in operation/business for the entire 2024~~5~~ calendar year, ~~operating across sixty-four (64) Protected Territories~~. This Item 19 discloses certain historical financial performance information for those ~~twenty (20)~~19 franchisees (the "Reporting Businesses"). All ~~twenty (20)~~19 Reporting Businesses operated in multiple Protected Territories. The ~~five (5)~~3 franchisees that were excluded from this Item 19 were excluded because they were not operational for the entire 2024~~5~~ calendar year.

2024~~5~~ Financial Performance Information for the Reporting Businesses

This Item sets forth historical Gross Sales and operating results for the Reporting Businesses during the 2024~~5~~ calendar year (the "Measurement Period"). We obtained these figures from information provided by the Reporting Businesses to us through our proprietary software (the "Software System") program for the Measurement Period. Franchisees are not required to use generally accepted accounting principles when reporting these figures.

Table 1 of this Item 19 discloses the Aggregate Gross Sales ~~per~~for Group, Average Gross Sales ~~in~~per Group, Highest Gross Sales in Group, Lowest Gross Sales in Group, Median Gross Sales ~~per~~for Group, Number Exceeding Group Average, and Percent Exceeding Group Average, for each

quartile “Group” (Top 25%, 2nd Quartile, 3rd Quartile, and Bottom 25%), during the Measurement Period as reported to us through our Software System by the Reporting Businesses.

Table 2 of this Item 19 discloses the Gross Sales for commercial jobs and residential jobs, and Percentage of Gross Sales for commercial jobs and residential jobs, during the Measurement Period as reported to us through our Software System by the Reporting Businesses.

Table 3 of this Item 19 discloses the Average, Median, Lowest, and Highest performance of Franchisees in the group achieved during the Measurement Period, as it relates to Total Estimates, Close Ratio, and Average Job Size, as reported to us through our Software System by the Reporting Businesses.

We will provide you with written substantiation for the financial performance representation upon reasonable request.

TABLE 1

Quartile	# of Franchisees in Group	# of Territories	Aggregate Gross Sales for Group	Average Gross Sales per Group	Highest Gross Sales in Group	Lowest Gross Sales in Group	Median Gross Sales for Group	Number Exceeding Group Average	Percent Exceeding Group Average
Top 25%	5	16	\$ 13,255,811	\$ 2,651,162	\$ 5,381,205	\$ 1,663,823	\$ 1,871,926	1	20.0%
2nd Quartile	5	16	\$ 7,273,663	\$ 1,454,733	\$ 1,574,047	\$ 1,305,726	\$ 1,461,651	3	60.0%
3rd Quartile	5	16	\$ 4,864,025	\$ 972,805	\$ 1,175,911	\$ 602,155	\$ 1,080,553	3	60.0%
Bottom 25%	5	16	\$ 1,773,960	\$ 354,792	\$ 552,968	\$ 88,409	\$ 380,210	4	80.0%
Total System	20	64	\$27,167,459	\$1,358,373	\$5,381,205	\$ 88,409	\$1,240,818	9	45.0%

Quartile	# of Franchisees in Group	# of Territories	Aggregate Gross Sales for Group	Average Gross Sales per Group	Highest Gross Sales in Group	Lowest Gross Sales in Group	Median Gross Sales for Group	Number Exceeding Group Average	Percent Exceeding Group Average
Top Quartile	5	20	\$ 17,370,909	\$ 3,474,182	\$ 5,900,548	\$ 2,057,121	\$ 2,948,354	2	40.0%
2nd Quartile	4	26	\$ 7,083,441	\$ 1,770,860	\$ 1,856,242	\$ 1,640,431	\$ 1,793,384	2	50.0%
3rd Quartile	5	16	\$ 6,459,749	\$ 1,291,950	\$ 1,427,407	\$ 1,068,154	\$ 1,341,560	3	60.0%
Bottom Quartile	5	25	\$ 2,587,470	\$ 517,494	\$ 880,896	\$ 187,625	\$ 520,039	3	60.0%
Total System	19	87	\$ 33,501,569	\$ 1,763,240	\$ 5,900,548	\$ 187,625	\$ 1,427,407	7	36.8%

Notes:

1. In some cases, a franchisee may have increased or decreased its number of Protected Territories during the fiscal year. For purpose of the Table, we include all of the territories operated by a franchise that were operated the entire time of the Measurement Period.
2. This Table 1 to Item 19 discloses Gross Sales for the Reporting Businesses, divided into groups based on the level of Gross Sales achieved during the Measurement Period (i.e. Top 25%, 2nd Quartile, 3rd Quartile and 4th Quartile).
3. “**Gross Sales**” is defined all revenue generated by the Reporting Businesses during the 2023 calendar year, as reported to us through our Software System by the Reporting Businesses. The term

“Gross Sales” does not include (a) tips paid directly to subcontractors or other personnel, or (b) sales tax that is collected directly from customers and paid to the appropriate taxing authority.

4. **“Aggregate Gross Sales for Group”** is defined as the total Gross Sales achieved by the group for each quartile, as reported to us through our Software System by the Reporting Businesses.

5. **“Average Gross Sales per Group”** is defined as the average Gross Sales achieved by the Reporting Businesses within the respective quartile, as reported to us through our Software System by the Reporting Businesses.

6. **“Highest Gross Sales in Group”** is defined as the Gross Sales achieved by the top performing Item 19 Franchisee within the respective quartile, as reported to us through our Software System by the Reporting Businesses.

7. **“Lowest Gross Sales in Group”** is defined as the Gross Sales achieved by the lowest performing Item 19 Franchisee within the respective quartile, as reported to us through our Software System by the Reporting Businesses.

8. **“Median Gross Sales ~~in~~for Group”** is defined as the median Gross Sales achieved by the Reporting Businesses within the respective quartile, as reported to us through our Software System by the Reporting Businesses.

9. **“Number Exceeding Group Average”** is defined as the number of Reporting Businesses within each quartile who are exceeding the quartile group average, as reported to us through our Software System by the Reporting Businesses.

10. **“Percent Exceeding Group Average”** is defined as the percentage of Reporting Businesses within each quartile who are exceeding the quartile group average, as reported to us through our Software System by the Reporting Businesses.

TABLE 2

Segment	Gross Sales	Percentage of Sales
Residential	\$ 19,844,019	73.0%
Commercial	\$ 7,323,440	27.0%
Total System	\$ 27,167,459	100.0%

Segment	Gross Sales	Percentage of Sales
Residential	\$ 20,941,654	62.5%
Commercial	\$ 12,559,915	37.5%
Total System	\$ 33,501,569	100.0%

Notes:

1. **“Gross Sales”** is defined all revenue generated by the Reporting Businesses during the Measurement Period, as reported to us through our Software System by the Reporting Businesses. The term “Gross Sales” does not include (a) tips paid directly to subcontractors or other personnel, or (b) sales tax that is collected directly from customers and paid to the appropriate taxing authority.

2. **“Residential”** is defined as the total gross sales for residential jobs performed during the Measurement Period, as reported to us through our Software System by the Reporting Businesses.
3. **“Commercial”** is defined as the total gross sales for commercial jobs performed during the Measurement Period, as reported to us through our Software System by the Reporting Businesses.
4. **“Total System”** is defined all revenue generated by the Reporting Businesses over the Measurement Period, from January 1, 2024⁴⁵, to December 31, 2024⁴⁵, as reported to us through our Software System by the Reporting Businesses. The term “Gross Sales” does not include (a) tips paid directly to subcontractors or other personnel, or (b) sales tax that is collected directly from customers and paid to the appropriate taxing authority.

TABLE 3

	Average Performance of Franchisees in Group	Median Performance of Franchisees in Group	Highest Performance of Franchisees in Group	Lowest Performance of Franchisees in Group	Number Exceeding Group Average	Percentage Exceeding Group Average
Total Estimates	594	542	2364	111	8	40.0%
Close Ratio	32.1%	28.9%	52.0%	19.8%	7	35.0%
Average Job Size	\$ 7,127	\$ 6,415	\$ 16,806	\$ 3,480	6	30.0%

	Average Performance of Franchisees in Group	Median Performance of Franchisees in Group	Highest Performance of Franchisees in Group	Lowest Performance of Franchisees in Group	Number Exceeding Group Average	Percentage Exceeding Group Average
Total Estimates	599	517	1499	78	9	47.4%
Close Ratio	37.4%	36.4%	71.7%	20.7%	9	47.4%
Average Job Size	\$ 9,245	\$ 7,175	\$ 47,204	\$ 2,678	4	21.1%

Notes:

1. **“Total Estimates”** is defined as the total number of estimates written during the Measurement Period, as reported to us through our Software System by the Reporting Businesses.
2. **“Close Ratio”** is defined as the percentage of total estimates written that turned into invoices, as reported to us through our Software System by the Reporting Businesses.
3. **“Average Job Size”** is defined as the average dollars spent per job performed during the Measurement Period, as reported to us through our Software System by the Reporting Businesses.

Assumptions and Additional Notes:

1. The Item 19 historical financial performance representation included in this Item includes certain

reported performance information reported by the Reporting Businesses during the Measurement Period only.

2. The financial information presented in this Item 19 does not disclose any cost, expense or profit information.

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

Other than the preceding financial performance representation, HPB Foam LLC does not make any financial performance representations. We also do not authorize our employees or representatives to make any such 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 the Legal Department at 2525 N. 117th Avenue, Omaha, Nebraska 68164 and 1 (800) 490-8991, the Federal Trade Commission, and the appropriate state regulatory agencies.

ITEM 20
OUTLETS AND FRANCHISEE INFORMATION

For purposes of this Item 20, each Protected Territory that a franchisee receives under a Franchise Agreement is considered an "Outlet."

Table No. 1:
System-wide Outlet Summary For years 202~~23~~ to 202~~45~~

Outlet Type	Year	Outlets at the Start of the Year	Outlets at the End of the Year	Net Change
Franchised	202 ~~23~~	430	29126	+2596
	202 ~~34~~	29126	116100	+87-26
	202 ~~45~~	116100	8692	-308
Company-Owned and Affiliate-Owned	202 ~~23~~	-4	4	+4-
	202 ~~34~~	4	4	-
	202 ~~45~~	4	4	-
Total Outlets	202 ~~23~~	434	33130	+2996
	202 ~~34~~	33130	1204	+87-26
	202 ~~45~~	1204	9096	-308

****For purposes of this Item 20 Table 1, each Protected Territory that a franchisee receives under a Franchise Agreement is considered an "Outlet."**

Table No. 2:
Transfers of Outlets from Franchisees to New Owners
(Other than the Franchisor) For years 202~~23~~ to 202~~45~~

State	Year	Number of Transfers
TX	202 ~~23~~	-

	~~2024~~	<u>3</u>
	~~2025~~	<u>-</u>
<u>UT</u>	2023	-
<u>▲</u>	2024	~~3~~
	~~2025~~	<u>6</u>
TOTAL	~~20223~~	-
	~~2023~~	-
	2024	3
	~~2025~~	<u>6</u>

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Table No. 3:
Status of Franchised Outlets For years ~~20223~~ to ~~20245~~

State	Year	Outlets at Start of <u>Year</u>	Outlets Opened	Terminations	Non - Renewals	Reacquired by Franchisor	Ceased Operations - Other Reasons	Outlets at End of Year
~~AL~~	~~2022~~	<u>2</u>	-	-	-	-	-	<u>2</u>
<u>AL</u>	2023	~~23~~	3	-	-	-	-	~~56~~
<u>▲</u>	2024	~~56~~	-	-	-	-	-	~~56~~
~~AZ~~	~~20225~~	<u>-6</u>	-	-	-	-	-	<u>-6</u>
<u>AZ</u>	2023	-	-	-	-	-	-	-
<u>▲</u>	2024	-	4	-	-	-	-	4
~~AR~~	~~20225~~	<u>-4</u>	<u>-7</u>	-	-	-	-	<u>-11</u>
<u>AR</u>	2023	-	3	-	-	-	-	3
<u>▲</u>	2024	3	-	-	-	-	-	3
~~CO~~	~~20225~~	<u>-3</u>	<u>3</u>	-	-	-	-	3
<u>CO</u>	2023	3	13	-	-	-	-	16
<u>▲</u>	2024	16	-	3	-	-	-	13
~~FL~~	~~20225~~	<u>-13</u>	-	-	-	-	-	<u>-13</u>
<u>FL</u>	2023	-	3	-	-	-	-	3
<u>▲</u>	2024	3	3	3	-	-	-	3
~~GA~~	~~20225~~	<u>-3</u>	<u>-3</u>	-	-	-	-	<u>-6</u>
<u>GA</u>	2023	-	4	-	-	-	-	4
<u>▲</u>	2024	4	-	1	-	-	-	3
~~ID~~	~~20225~~	<u>-3</u>	<u>3</u>	-	-	-	-	3
<u>ID</u>	2023	3	-	-	-	-	-	3
<u>▲</u>	2024	3	-	-	-	-	-	3
~~IL~~	~~20225~~	<u>-3</u>	-	-	-	-	-	<u>-3</u>

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<u>IL</u>	2023	-	3	-	-	-	-	3	
▲	2024	3	-	3	-	-	-	~~0~~	Split Cells
<u>IA</u>	2022 ~~5~~	-	-	-	-	-	-	-	Merged Cells
<u>IA</u>	2023	-	3	-	-	-	-	3	
▲	2024	3	-	-	-	-	-	3	Split Cells
<u>KS</u>	2022 ~~5~~	~~-3~~	-	~~-3~~	-	-	-	-	Merged Cells
<u>KS</u>	2023	-	3	-	-	-	-	3	
▲	2024	3	-	-	-	-	-	3	Split Cells
<u>LA</u>	2022 ~~5~~	~~-3~~	-	~~-3~~	-	-	-	-	Merged Cells
<u>LA</u>	2023	-	3	-	-	-	-	3	
▲	2024	3	-	3	-	-	-	~~0~~	Split Cells
<u>MI</u>	2022 ~~5~~	-	-	-	-	-	-	-	Merged Cells
<u>MI</u>	2023	-	-	-	-	-	-	-	
▲	2024	-	~~5~~	-	-	-	-	~~5~~	Split Cells
<u>MO</u>	2022 ~~5~~	~~-7~~	-	~~-7~~	-	-	-	-	Merged Cells
<u>MO</u>	2023	-	2	-	-	-	-	2	
▲	2024	~~-2~~	-	-	-	-	-	~~-2~~	Split Cells
<u>NC</u>	2022 ~~5~~	~~-2~~	-	-	-	-	-	~~-2~~	Merged Cells
<u>NE</u>	<u>2023</u>	=	=	=	=	=	=	=	
	<u>2024</u>	=	=	=	=	=	=	=	
	<u>2025</u>	=	=	=	=	=	=	=	
<u>NC</u>	2023	-	5	-	-	-	-	5	Merged Cells
▲	2024	5	6	-	-	-	-	11	Split Cells
<u>OH</u>	2022 ~~5~~	~~-11~~	~~4~~	~~-8~~	-	-	-	~~43~~	Merged Cells
<u>ND</u>	<u>2023</u>	=	=	=	=	=	=	=	
	<u>2024</u>	=	=	=	=	=	=	=	
	<u>2025</u>	=	<u>1</u>	=	=	=	=	<u>1</u>	
<u>OH</u>	2023	4	-	-	-	-	-	4	Merged Cells
▲	2024	4	-	-	-	-	-	4	Split Cells
<u>OK</u>	2022 ~~5~~	~~-4~~	~~5~~	-	-	-	-	~~54~~	Merged Cells
<u>OK</u>	2023	5	-	-	-	-	-	5	
▲	2024	5	-	5	-	-	-	~~0~~	Split Cells
<u>SC</u>	2022 ~~5~~	-	-	-	-	-	-	-	Merged Cells
<u>SC</u>	2023	-	3	-	-	-	-	3	
▲	2024	3	-	3	-	-	-	~~0~~	Split Cells
<u>TN</u>	2022 ~~5~~	~~2~~	-	-	-	-	-	~~2~~	Merged Cells
<u>TN</u>	2023	2	10	2	-	-	-	10	
▲	2024	10	-	7	-	-	-	3	Split Cells
<u>TX</u>	2022 ~~5~~	~~-3~~	~~10~~	-	-	-	-	~~103~~	Merged Cells

TX	2023	10	~~3241~~	9	-	-	-	~~3342~~
	2024	~~3342~~	-	~~4816~~	-	-	-	~~4526~~
UT	2022 ~~5~~	~~-26~~	-	-	-	-	-	~~-26~~
UT	2023	-	6	-	-	-	-	6
	2024	6	-	-	-	-	-	6
WV	2022 ~~5~~	~~-6~~	~~-2~~	-	-	-	-	~~-8~~
WV	2023	-	2	-	-	-	-	2
	2024	2	-	2	-	-	-	~~0~~
Totals	2022 ~~5~~	~~4~~	~~25~~	-	-	-	-	~~29~~
Totals	2023	~~2930~~	~~98107~~	11	-	-	-	~~1426~~
	2024	~~1426~~	~~4820~~	~~4846~~	-	-	-	~~86100~~
	~~2025~~	~~100~~	~~13~~	~~21~~	~~=~~	~~=~~	~~=~~	~~92~~

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Merged Cells

Split Cells

****For purposes of this Item 20 Table 3, each Protected Territory that a franchisee receives under a Franchise Agreement is considered an "Outlet."**

Table No. 4:
Status of Company-Owned Outlets For years 202~~23~~ to 2024~~5~~

State	Year	Outlets at Start of Year	Outlets Opened	Outlets Reacquired from Franchisee	Outlets Closed	Outlets Sold to Franchisee	Outlets at End of Year
NE	202 ~~23~~	~~-4~~	~~4~~	-	-	-	4
	202 ~~34~~	4	-	-	-	-	4
	202 ~~45~~	4	-	-	-	-	4
Totals	202 ~~23~~	~~-4~~	~~4~~	-	-	-	4
	202 ~~34~~	4	-	-	-	-	4
	202 ~~45~~	4	-	-	-	-	4

Table No. 5:
Projected Openings as of December 31, 2024~~5~~ for the 202~~56~~ Fiscal Year

State	Franchise Agreements Signed but Outlet Not Opened	Projected New Franchised Outlets in the Next Fiscal Year	Projected New Affiliate-Owned Outlets in the Next Fiscal Year	Projected New Company-Owned Outlet in the Next Fiscal Year
AL	-	-	-	-
AK	-	-	-	-
AR	-	-	-	-
AZ	-	-	-	-
CA	-	-	-	-
CO	-	-	-	-
CT	-	-	-	-
DE	-	-	-	-

FL	-	3	-	-
GA	-	-	-	-
HI	-	-	-	-
ID	-	-1	-	-
IL	-	-	-	-
IN	-	-	-	-
IA	-	-	-	-
KS	-	-	-	-
KY	-	-	-	-
LA	-	-	-	-
ME	-	-	-	-
MD	-	-	-	-
MA	-	-	-	-
MI	-	-	-	-
MN	-	-	-	-
MS	-	-	-	-
MO	-	-	-	-
MT	-	-	-	-
NE	-	-	-	-
NV	-	-	-	-
NH	-	-	-	-
NJ	-	-	-	-
NM	-	-	-	-
NY	-	-	-	-
NC	-	-	-	-
ND	-	1	-	-
OH	-	-	-	-
OK	-	-	-	-
OR	-	-	-	-
PA	-	-	-	-
RI	-	-	-	-
SC	-	-	-	-
SD	-	-	-	-
TN	-	-	-	-
TX	4	-	-	-
UT	-	-	-	-
VA	-	-	-	-
VT	-	-	-	-
WA	-	-	-	-
WV	-	-	-	-
WI	-	-	-	-

WY	-	-	-	-
Totals	4	45	0	0

Attached as Exhibit ~~HH~~ are the names, addresses and telephone numbers of all franchisees as of the issuance date of this Disclosure Document. Except as provided herein, we have not had any franchisees who had a franchise terminated, cancelled and not renewed or who otherwise voluntarily or involuntarily ceased to do business under the Franchise Agreement as of the issuance date, or who has not communicated with us within 10 weeks of the issuance date of this Disclosure Document. If you buy this franchise, your contact information may be disclosed to other buyers when you leave the franchise system.

During our last three fiscal years, some current or former franchisees signed confidentiality clauses. In some instances, current and former franchisees sign 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 not all such franchisees will be able to communicate with you.

There are no trademark-specific organizations formed by our franchisees that are associated with our System.

ITEM 21 **FINANCIAL STATEMENTS**

Attached as Exhibit ~~E~~ to this Disclosure Document are our ~~unaudited financial statements as of December 31, 2025, as well as our~~ audited financial statements as of and for the year ended December 31, ~~2025, as of and for the year ended December 31, 2024, as of and for the year ended December 31, 2023,~~ and as of and for the year ended December 31, 202~~3~~. Our fiscal year end is December 31.

ITEM 22 **CONTRACTS**

Attached to this Disclosure Document are the following contracts and their attachments:

Exhibit B: Franchise Agreement and Exhibits
Exhibit C: Multi-Unit Addendum
Exhibit D: State Specific Addenda
Exhibit F: Sample Termination and Release Agreement

ITEM 23 **RECEIPTS**

Exhibit ~~L~~ of this Franchise Disclosure Document contains a detachable document, in duplicate, acknowledging receipt of this Franchise Disclosure Document by a prospective franchisee. You should sign both copies of the Receipt. You should retain one signed copy for your records and return the other signed copy to HPB Foam LLC at 2525 N. 117th Avenue, Omaha, Nebraska 68164.

Exhibit A
to
HPB Foam LLC
Franchise Disclosure Document
LIST OF FRANCHISE ADMINISTRATORS/AGENTS FOR SERVICE OF PROCESS

This list includes the names, addresses and telephone numbers of state agencies having responsibility for franchising disclosure/registration laws, and serving as our agents for service of process (to the extent that we are registered in their states). This list also includes the names, addresses and telephone numbers of other agencies, companies or entities serving as our agents for service of process.

State	State Agency	Agent for Service of Process
CALIFORNIA	Department of Financial Protection and Innovation 651 Bannan Street, Suite 750 Sacramento, CA 95811 (866) 275-2677 Toll-free (866-275-2677)	Commissioner of the Department of Financial Protection and Innovation
CONNECTICUT	State of Connecticut Department of Banking Securities & Business Investments Division 260 Constitution Plaza Hartford, CT 06103-1800 (860) 240-8230	Banking Commissioner
HAWAII	Business Registration Division Department of Commerce and Consumer Affairs 335 Merchant Street, Room 203 Honolulu, HI 96813 (808) 586-2722	Commissioner of Securities of the State of Hawaii
ILLINOIS	Office of Attorney General Franchise Division 500 South Second Street Springfield, IL 62706 (217) 782-4465	Illinois Attorney General
INDIANA	Indiana Secretary of State Securities Division 302 West Washington St., Room E-111 Indianapolis, IN 46204 (317) 232-6681	Indiana Secretary of State 201 State House Indianapolis, IN 46204
MARYLAND	Office of the Attorney General Division of Securities 200 St. Paul Place Baltimore, MD 21202-2020 (410) 576-6360	Maryland Securities Commissioner 200 St. Paul Place Baltimore, MD 21202-2020 (410) 576-6360
MICHIGAN	Michigan Department of Attorney General Consumer Protection Division Antitrust and Franchise Unit 670 Law Building Lansing, MI 48913 (517) 373-7117	Michigan Department of Commerce, Corporations and Securities Bureau
MINNESOTA	Minnesota Department of Commerce 85 7 th Place East, Suite 280 St. Paul, MN 55101-2198 (651) 539-1500	Minnesota Commissioner of Commerce

State	State Agency	Agent for Service of Process
NEW YORK	NYS Department of Law Investor Protection Bureau 28 Liberty Street, 21 st Floor New York, NY 10005 (212) 416-8222 Phone	Attention: New York Secretary of State New York Department of State One Commerce Plaza 99 Washington Avenue, 6 th Floor Albany, NY 11231-0001 (518) 473-2492
NORTH DAKOTA	North Dakota Insurance & Securities Department 600 East Boulevard Avenue Bismarck, ND 58505-0510 (701) 328-2910	Insurance Commissioner
OREGON	Department of Consumer and Business Services Division of Finance and Corporate Labor and Industries Building Salem, Oregon 97310 (503) 378-4387	Director of the Department of Consumer and Business Services
RHODE ISLAND	Department of Business Regulation Division of Securities 1511 Pontiac Avenue, Building 69-1 Cranston, RI 02920 (401) 462-9585	Director of Rhode Island Department of Business Regulation
SOUTH CAROLINA	Secretary of State P.O. Box 11350 Columbia, SC 29211 (803) 734-2166	Legalinc Corporate Services Inc. 1591 Savannah Highway Suite 201 Charleston, SC 29407
SOUTH DAKOTA	Division of Insurance Securities Regulation 124 South Euclid, Suite 104 Pierre, SD 57501 (605) 773-3563	Director of Insurance-Securities Regulation
VIRGINIA	State Corporation Commission Division of Securities and Retail Franchising 1300 East Main Street, 9 th Floor Richmond, VA 23219 (804) 371-9051	Clerk of State Corporation Commission 1300 East Main Street, 1 st Floor Richmond, VA 23219 (804) 371-9733
WASHINGTON	Department of Financial Institutions Securities Division P.O. Box 41200 Olympia, WA 98504-1200 (360) 902-8760	Director of Washington Financial Institutions Securities Division 150 Israel Road, SW Tumwater, WA 98501
WISCONSIN	Wisconsin Department of Financial Institutions Division of Securities 4822 Madison Yards Way, North Tower Madison, WI 53705 (608) 266-0448	Commissioner of Securities of Wisconsin

Exhibit B
to
HPB Foam LLC
Franchise Disclosure Document
Franchise Agreement

Exhibit C
to
HPB Foam LLC
Franchise Disclosure Document
Multi-Unit Addendum

MULTI-UNIT ADDENDUM

THIS MULTI-UNIT ADDENDUM (the “Addendum”) is made and entered into this ____ day of MONTH, 202~~5~~⁶, by and between HPB Foam LLC, a Pennsylvania limited liability company with an address at 2525 N. 117th Avenue, Omaha, Nebraska 68164 (“Franchisor”), and _____, an individual with an address at _____, which is identified more fully in the attached Data Sheet (“Franchisee”).

BACKGROUND

A. Contemporaneous with the execution of this Addendum, Franchisee and Franchisor have entered into those certain _____ franchise agreements (collectively, the “Applicable Franchise Agreements”) pursuant to which Franchisee obtained the right and undertook the obligation to operate iFoam franchised businesses within the territories defined therein (each a “Franchised Business”).

B. Each Franchised Business will operate within a designated protected territory wherein Franchisee is required to actively promote and operate the Franchised Businesses (collectively, the territories granted under the Applicable Franchise Agreements will be referred to as the “Protected Territories”).

C. Franchisor expects that Franchisee will operate the Franchised Business from a single Approved Location using the same vehicles, supplies, equipment and inventory as required by Franchisor.

D. The parties now wish to amend certain provisions of the Applicable Franchise Agreements pursuant to the terms and conditions set forth in this Addendum.

AGREEMENT

NOW, THEREFORE, for valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Monthly Franchise Fee. Notwithstanding anything contained in Section 3.2 of the Applicable Franchise Agreements, Franchisee will not be required to pay a separate Monthly Franchise Fee under each Applicable Franchise Agreement. Franchisee shall pay a single Franchise Fee regardless of the number of Applicable Franchise Agreements executed or total population, equal to the greater of: (i) Three Thousand Dollars (\$3,000) per month; or (ii) Three Dollars (\$3.00) per 1,000 total combined general population across all Protected Territories.

2. Initial Training Program. Franchisee is only required to attend and complete Franchisor’s Initial Training Program described more fully in Section 8.1 of the Applicable Franchise Agreements, respectively, once in connection with the Franchised Businesses governed by this Addendum. All other provisions regarding Franchisee’s training obligations in the Applicable Franchise Agreements are hereby ratified and confirmed.

3. Opening Package. Notwithstanding anything contained in Section 3.4 of the Applicable Franchise Agreements, Franchisee will not be required to purchase a separate Opening Package under each Applicable Franchise Agreement. Franchisee shall pay a single Opening Package regardless of the number of Applicable Franchise Agreements executed.

4. Brand Marketing Fee. Notwithstanding anything contained in Section 3.5 of the Applicable Franchise Agreements, Franchisee will not be required to purchase a separate Brand Marketing Fee

under each Applicable Franchise Agreement. Franchisee shall pay a single Brand Marketing Fee regardless of the number of Applicable Franchise Agreements executed.

4.5. ZeePartnerships Fee. Notwithstanding anything contained in Section 3.6 of the Applicable Franchise Agreements, Franchisee will not be required to purchase a separate ZeePartnerships Fee under each Applicable Franchise Agreement. Franchisee shall pay a single ZeePartnerships Fee regardless of the number of Applicable Franchise Agreements executed.

5.6. Approved Location. Notwithstanding anything contained in Section 1.4 of the Applicable Franchise Agreements, Franchisee shall only be required to have one physical location that satisfies Franchisee's Approved Location requirement, if, and only if, Franchisee's Territories are contiguous.

6.7. Default of Addendum Constitutes Default Under All Applicable Franchise Agreements. In the event Franchisee breaches any of the provisions of this Addendum, such breach will constitute a material default of all Applicable Franchise Agreements and must be cured within 30 days from Franchisee's receipt of Franchisor's written notice of such breach as set forth in Section 15.3 of the Applicable Franchise Agreements. If Franchisee fails to cure such breaches within the prescribed period, Franchisor may, at its option, terminate one or more of the Applicable Franchise Agreements immediately upon providing written notice, or otherwise terminate Franchisee's Protected Territories.

7.8. Ratification and Confirmation of the Applicable Franchise Agreements. Except as amended by this Addendum, any and all other terms and conditions set forth in the Applicable Franchise Agreements are hereby ratified and confirmed as if fully restated herein, including without limitation, those provisions regarding dispute resolution and venue, which will also apply to any claims or disputes arising out of or related to this Addendum. All capitalized terms not specifically defined in this Addendum will be afforded the definition given to them in the Applicable Franchise Agreements.

8.9. Entire Agreement. The Applicable Franchise Agreements and this Addendum constitute the entire, full, and complete agreement between the parties concerning the subject matter set forth herein and supersede any and all prior agreements. In the event of a conflict between the terms of any Applicable Franchise Agreement and the terms of this Addendum, the terms of this Addendum shall control. This Addendum constitutes an amendment to all Applicable Franchise Agreements. Notwithstanding the foregoing, nothing in this or any related agreement is intended to disclaim the representations made in the franchise disclosure document.

Signatures appear on following page.

IN WITNESS WHEREOF, the parties hereto, intending to be legally bound hereby, have duly executed and delivered this Addendum the date and year first written above.

FRANCHISOR: HPB FOAM LLC By: _____ Anthony Coleman, Vice President	 Date: _____
FRANCHISEE: _____ FRANCHISEE, individually	 Date: _____ —

Exhibit D
to
HPB Foam LLC
Franchise Disclosure Document
State Specific Addenda

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT &
FRANCHISE AGREEMENT
REQUIRED BY THE STATE OF CALIFORNIA**

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 FRANCHISE DISCLOSURE DOCUMENT.

The California Department of Financial Protection and Innovation requires that certain provisions contained in franchise documents be amended to be consistent with California law, including the California Franchise Investment Law, CAL. CORP. CODE Section 31000 *et seq.*, and the California Franchise Relations Act, CAL. BUS. & PROF. CODE Section 20000 *et seq.* To the extent that the franchise disclosure document and/or Franchise Agreement contain provisions that are inconsistent with the following, such provisions are hereby amended:

The following is added to Item 3 of the disclosure document:

Neither HPB FOAM LLC, nor any person identified in Item 2 of the disclosure document, is subject to any current effective order of any national securities association or national securities exchange as defined in the Securities Exchange Act of 1934, U.S.C.A., 78a *et seq.*, suspending or expelling such persons from membership in such association or exchange.

Item 17 of the disclosure document is supplemented by the following:

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.

You must sign a release if you renew or transfer your franchisee. California Corporations Code voids a waiver of your rights under the Franchise Investment Law (California Corporations Code 31000 through 31516). Business and Professions Code 20010 voids a waiver of your rights under the Franchise Relations Act (Business and Professions Code 20000 through 20043).

The Franchise Agreement contains a covenant not to compete that extends beyond the expiration or termination of the Agreement. This provision may not be enforceable under California law.

Certain liquidated damages clauses are unenforceable under California Civil Code Section 1671.

The Franchise Agreement requires application of the laws of Pennsylvania. This provision may not be enforceable under California law.

The Franchise Agreement provides for termination upon bankruptcy. This provision may not be enforceable under federal bankruptcy law (11 U.S.C.A. § 101 *et seq.*).

The Franchise Agreement requires binding arbitration. The arbitration will take place in Bucks, County, PA, with each party bearing its own costs, unless rules for special hearings require otherwise. Prospective franchisees are encouraged to consult private 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 a franchise agreement restricting venue to a forum outside the state of California.

Corporations Code 31512 provides that: “Any conditions, stipulation, or provision purporting to bind any person acquiring a franchise to waive compliance with any provision of this law or any rule or order hereunder is void.” The Franchise Agreement requires a shortened statute of limitations period. Pursuant to Corporations Code Section 31512, this provision is void, to the extent that it is inconsistent with the provisions of Corporations Code Sections 31303 and 31304.

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.

Our Website can be found at www.ifoam.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.

SECTION 31125 OF THE FRANCHISE INVESTMENT LAW REQUIRES US TO GIVE TO YOU A FRANCHISE DISCLOSURE DOCUMENT APPROVED BY THE COMMISSIONER OF THE DEPARTMENT OF FINANCIAL PROTECTION AND INNOVATION BEFORE WE ASK YOU TO CONSIDER A MATERIAL MODIFICATION OF YOUR FRANCHISE AGREEMENT.

REGISTRATION OF THIS DISCLOSURE DOCUMENT DOES NOT CONSTITUTE APPROVAL, RECOMMENDATION, OR ENDORSEMENT BY THE COMMISSIONER.

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT,
FRANCHISE AGREEMENT AND MULTI-UNIT AGREEMENT
REQUIRED BY THE STATE OF ILLINOIS**

Illinois law shall apply to and govern the Franchise Agreement and the Multi-Unit Agreement.

In conformance with Section 4 of the Illinois 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 out of Illinois.

Franchisees' right 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.

The following risk factor is added:

A National Account customer is a customer responsible for a business in more than one location. The franchisor has the exclusive right to negotiate and enter into agreements to provide services to National Account customers. You may be offered the opportunity to service a National Account. If you decline or are unable to service the account, the franchisor, an affiliate or another franchisee may provide the service with no compensation to you.

Item 5 of Franchise Disclosure Document—*Territory Fee*, and Section 3.1 of the Franchise Agreement—**Territory Fee**, are amended as follows:

Based on Franchisor's financial statements and Franchisor's duty to furnish goods and services, the Illinois Attorney General's Office requires that Franchisor defer all initial franchise fees and Territory Fees until Franchisor has fulfilled all of Franchisor's pre-opening obligations to Franchisee under the Franchise Agreement and the Franchisee has commenced doing business pursuant to the Franchise Agreement. The Illinois Attorney General's Office imposed this deferral requirement due to Franchisor's financial condition.

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.

Franchisee Initials/Date

Franchisor's Initials/Date

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT
REQUIRED BY THE STATE OF INDIANA**

To the extent the Indiana Franchise Registration and Disclosure Law applies, the terms of this Addendum apply. Item 17, Additional Disclosures. The following statements are added to Item 17:

The laws of the State of Indiana supersede any provisions of the Franchise Agreement/ the other agreements or Nebraska law if such provisions are in conflict with Indiana law.

Any provision in the Franchise Agreement which designates jurisdiction or venue or requires the Franchisee to agree to jurisdiction or venue, in a forum outside of Indiana, is deleted from any Franchise Agreement issued in the State of Indiana.

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.

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT
REQUIRED BY THE STATE OF MAINE**

NOTICE

1. Pursuant to Maine statute you have the right to avoid the contract for purchase of this business opportunity within 3 business days following the signing of the contract. You should obtain and study a copy of the law regulating the sale of business opportunities before you attempt to avoid the contract. This law is found in the Maine Revised Statutes, Title 32, section 4698.

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.

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT, FRANCHISE AGREEMENT, FRANCHISE
DISCLOSURE QUESTIONNAIRE AND CERTIFICATION,
AND RELATED AGREEMENTS
REQUIRED BY THE STATE OF MARYLAND**

This Addenda is an amendment to the Disclosure Document and Franchise Agreement. The following modifications are made to the Disclosure Document and the Franchise Agreement:

Item 17 of the Disclosure Document and any provision in the Franchise Agreement providing for termination upon your bankruptcy may not be enforceable under federal bankruptcy law (11 U.S.C. Section 101 et seq.).

Item 17 of the Disclosure Document and sections of the Franchise Agreement requiring that you sign a general release as a condition of renewal, sale and assignment/transfer shall 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.

The Franchisee Disclosure Questionnaire and Certification attached as Exhibit J to the Franchise Disclosure Document does not apply to Maryland franchisees and should not be signed by Maryland franchisees.

The Franchise Agreement is revised to state that any claims under the Maryland Franchise Registration and Disclosure Law must be brought within 3 years after the grant of the franchise.

Item 17 of the Disclosure Document and any provisions of the Franchise Agreement requiring you to file any lawsuit in a court outside the State of Maryland may not be enforceable under the Maryland Franchise Registration and Disclosure Law. Item 17v of the Disclosure Document and Section 18.6 of the Franchise Agreement are amended to state that you may sue in Maryland for claims under the Maryland Franchise Registration and Disclosure Law, to the minimum extent required by Maryland law.

Item 5 of the Disclosure Document and Section 3 of the Franchise Agreements are amended as follows: 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 addition, all development fees and initial payments by area developers shall be deferred until the first franchise under the development agreement opens.

Section 19 of the Franchise Agreement is hereby removed in its entirety.

Section 22 of the Franchise Agreement is hereby removed in its entirety.

ACKNOWLEDGMENT:

It is agreed that the foregoing state law addendum supersedes any inconsistent portion of the Franchise Agreement dated the ____ day of _____, 20__, and of the Franchise Disclosure Document, but only to the extent they are then valid requirements of an applicable and enforceable state law, and for only so long as the state law remains in effect.

Franchisee Initials/Date

Franchisor's Initials/Date

**ADDENDUM TO HPB FOAM LLC
FRANCHISE AGREEMENT
REQUIRED BY THE STATE OF MINNESOTA**

The Franchise Agreement is specifically amended as follows:

In recognition of the Minnesota Franchise Law, Minn. Stat., Chapter 80C, Sections 80C.01 through 80C.22, and the Rules and Regulations promulgated pursuant thereto by the Minnesota Commission of Securities, Minnesota Rule 2860.4400, et seq., the parties to the attached Franchise Agreement ("Agreement") agree as follows:

With respect to franchises governed by Minnesota law, Franchisor will comply with Minn. Stat. Sec. 80C.14, Subds. 3, 4 and 5 which require, except in certain specified cases, that Franchisee be given 90 days' notice of termination (with 60 days to cure) and 180 days' notice of non-renewal of the Agreement.

As required by Minnesota Franchise Act, Minn. Stat. Sec. 80C.12(g), Franchisor will reimburse Franchisee for any costs incurred by Franchisee in the defense of Franchisee's right to use the Marks, so long as Franchisee was using the Marks in the manner authorized by Franchisor, and so long as Franchisor is timely notified of the claim and is given the right to manage the defense of the claim including the right to compromise, settle or otherwise resolve the claim, and to determine whether to appeal a final determination of the claim.

With respect to franchises governed by Minnesota law, Franchisor will comply with Minn. Stat. Sec. 80C.14, Subds. 3, 4 and 5 which require, except in certain specified cases, that Franchisee be given 90 days' notice of termination (with 60 days to cure) and 180 days' notice of non-renewal of the Agreement.

A general release shall not relieve any person from liability imposed by the Minnesota Franchise Law, Minn. Stat., Chapter 80C, Section 80C.22.

The franchisee cannot consent to franchisor obtaining injunctive relief. The franchisor may seek injunctive relief. *See* Minn. Rule 2860.4400J. A court will determine if a bond is required.

Nothing in the Disclosure Document or Agreement can abrogate or reduce any of your rights as provided for in Minnesota Statutes 1984, Chapter 80C, or your rights to any procedure, forum, or remedies provided for by the laws of the jurisdiction.

Any claims brought pursuant to the Minnesota Franchises Act, § 80C.01 et seq. must be brought within 3 years after the cause of action accrues. To the extent that any provision of the Franchise Agreement imposes a different limitations period, the provision of the Act shall control.

Section 3.1 is amended as follows: Based on our financial statements and our duties to furnish goods and services, the Minnesota Department of Commerce requires that we defer all initial franchise fees and Territory Fees until we have fulfilled all of our pre-opening obligations to you under the Franchise Agreement and the franchisee has commenced during business pursuant to the franchise agreement.

Any checks that are dishonored due to insufficient funds are governed by Minnesota Statute 604.113, which limits the service charge imposed on the payee of the dishonored check to a \$30 service charge. To the extent that any provision of the Franchise Agreement imposes a different service charge, Minnesota Statute 604.113 shall control.

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 WITNESS WHEREOF, each of the undersigned hereby acknowledges having read this Amendment, understands and consents to be bound by all of its terms.

HPB Foam LLC

Franchisee:

Franchisor

Franchisee

Title

Title

**ADDENDUM, TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT
REQUIRED BY THE STATE OF MINNESOTA**

In accordance with the requirements of the state of Minnesota the following disclosure should be read in conjunction with the Disclosure Document. Any inconsistency with the information contained in the Disclosure Document will be resolved in favor of this Minnesota Addendum.

1. Item 5 **Territory Fee** is amended as follows:

Based on our financial statements and our duties to furnish goods and services, the Minnesota Department of Commerce requires that we defer all initial franchise fees and Territory Fees until we have fulfilled all of our pre-opening obligations to you under the Franchise Agreement and the franchisee has commenced during business pursuant to the franchise agreement.

2. Item 13 **Trademarks** is amended by adding the following:

As required by the Minnesota Franchise Act, Minn. Stat. Sec. 80C.12(g), we will reimburse you for any of your costs incurred in the defense of your right to use the Marks, so long as you were using the Marks in the manner authorized by us, and so long as we are timely notified of the claim and are given the right to manage the defense of the claim including the right to compromise, settle or otherwise resolve the claim, and to determine whether to appeal a final determination of the claim.

3. Item 17 **Renewal, Termination, Transfer and Dispute Resolution** is amended by adding the following:

A. **Renewal and Termination**

With respect to franchises governed by Minnesota law, we will comply with Minn. Stat. Sec. 80C.14, Subds. 3, 4 and 5 which require, except in certain specified cases, that you be given 90 days' notice of termination (with 60 days to cure) and 180 days' notice for non-renewal of the Agreement.

B. **Choice of Forum**

Nothing in the Disclosure Document or Agreement can abrogate or reduce any of your rights as provided for in Minnesota Statutes 1984, Chapter 80C, or your rights to any procedure, forum, or remedies provided for by the laws of the jurisdiction.

C. **Releases**

A general release shall not relieve any person from liability imposed by the Minnesota Franchise Law, Minn. Stat., Chapter 80C, Sections 80C.22.

Any checks that are dishonored due to insufficient funds are governed by Minnesota Statute 604.113, which limits the service charge imposed on the payee of the dishonored check to a \$30 service charge. To the extent that any provision of the Franchise Disclosure Document imposes a different service charge, Minnesota Statute 604.113 shall control.

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 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 Disclosure Document, together with a copy of all proposed agreements relating to the franchise. This Disclosure Document 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.

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.

**ADDENDUM TO HPB FOAM LLC
FRANCHISE AGREEMENT
REQUIRED BY THE 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 RESOURCES OR 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 ANYTHING IN THIS FRANCHISE DISCLOSURE DOCUMENT IS UNTRUE, CONTACT THE FEDERAL TRADE COMMISSION AND THE APPROPRIATE STATE OR PROVINCIAL AUTHORITY. 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 THAT ARE LESS FAVORABLE THAN THOSE SET FORTH IN THIS FRANCHISE DISCLOSURE DOCUMENT.

2. The following is to be added at the end of Item 3:

Except as provided above, the following applies 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 that 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 ten years 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: 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 the “Summary” sections of Item 17(c), titled “Requirements for a 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; this proviso intends that the non-waiver provisions of General Business Law Sections 687(4) and 687(5) be satisfied.

4. The following language replaces the “Summary” section of Item 17(d), titled “Termination by a franchisee”: “You may terminate the agreement on any grounds available by law.”

5. 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 the franchisee by Article 33 of the General Business Law of the State of New York.

6. Franchise Questionnaires and Acknowledgements--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.

7. Receipts--Any sale made must be in compliance with § 683(8) of the Franchise Sale Act (N.Y. Gen. Bus. L. § 680 et seq.), which describes the time period a Franchise Disclosure Document (offering prospectus) must be provided to a prospective franchisee before a sale may be made. New York law requires a franchisor to provide the Franchise Disclosure Document at the earliest of the first personal meeting, ten (10) business days before the execution of the franchise or other agreement, or the payment of any consideration that relates to the franchise relationship.

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT
REQUIRED BY THE STATE OF NORTH CAROLINA**

The State of North Carolina has not reviewed and does not approve, recommend, endorse or sponsor any business opportunity. The information contained in this disclosure has not been verified by the State. If you have any questions about this investment, see an attorney before you sign a contract or agreement.

If the seller fails to deliver the product(s), equipment or supplies necessary to begin substantial operation of the business within 45 days of the delivery date stated in your contract, you may notify the seller in writing and demand that the contract be cancelled.

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.

**ADDENDUM TO HPB FOAM
LLC FRANCHISE AGREEMENT
REQUIRED BY THE STATE OF NORTH DAKOTA**

For franchises and franchisees subject to the North Dakota Franchise Investment Law, the following information supersedes or supplements, as the case maybe, the corresponding disclosures in the main body of the text of the HPB Foam LLC Franchise Agreement.

1. Section 2.2.5 of the Franchise Agreement is hereby amended to provide that any provision requiring a franchisee to sign a general release upon renewal of a franchise agreement is deleted in its entirety.
2. Section 3.1 is amended as follows:

Based on our financial statements and our duties to furnish goods and services, the North Dakota Securities Commissioner requires that we defer all initial franchise fees and Territory Fees until we have fulfilled all of our pre-opening obligations to you under the Franchise Agreement and the franchisee has commenced during business pursuant to the franchise agreement.

3. Section 17.2 of the Franchise Agreement is hereby amended to add the following language: "Covenants not to compete such as those mentioned above are generally considered unenforceable in the State of North Dakota."
4. Section 18.1 of the Franchise Agreement is hereby amended to add the following language:

Any provision requiring that the Franchise Agreement be construed according to the laws of a state other than North Dakota is unfair, unjust or inequitable within the intent of Section 51-19-09 of the North Dakota Franchise Investment Law and is void. These provisions are hereby amended to provide that the Franchise Agreement is to be construed according to the laws of North Dakota.

5. Section 18.2 of the Franchise Agreement is hereby amended to add the following language:

Any provision requiring a franchisee to agree to mediation or courts outside of North Dakota has been determined to be unfair, unjust and inequitable within the intent of Section 51-19- 09 of the North Dakota Franchise Investment Law. These provisions are amended to provide the site of mediation or litigation must be agreeable to all parties and may not be remote from the franchisee's place of business.

6. Section 18.4 of the Franchise Agreement is hereby amended to add the following language:

Any provision which designates jurisdiction or venue or requires the franchisee to agree to jurisdiction or venue in a forum outside of North Dakota is void with respect to any cause of action which is otherwise enforceable in North Dakota.

7. Section 18.9 of the Franchise Agreement is hereby amended to provide that the statute of limitations under North Dakota law will apply.

8. Section 18.10 of the Franchise Agreement are hereby amended to provide that any provision requiring a franchisee to consent to a waiver of exemplary and punitive damages is unfair, unjust or inequitable within the intent of Section 51-19-09 of the North Dakota Franchise Investment Law and is void.

9. Section 18.11 of the Franchise Agreement is hereby amended to provide that any provision requiring a franchisee to waive his or her right to a jury trial has been determined to be unfair, unjust and inequitable within the intent of Section 51-19-09 of the North Dakota Franchise Investment Law and is void.

10. Section 16.2 is hereby deleted in its entirety.

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.

Franchisee Initials/Date

Franchisor's Initials/Date

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT
REQUIRED BY THE STATE OF NORTH DAKOTA**

In recognition of the requirements of the North Dakota Franchise Investment Law, N.D. Cent. Code, §§ 51-19-01 through 51-19-17, and the policies of the office of the State of North Dakota Securities Commission, the Franchise Disclosure Document for HPB Foam LLC shall be amended by the addition of the following language:

1. Item 5 is amended by the following:

Based on our financial statements and our duties to furnish goods and services, the North Dakota Securities Commissioner requires that we defer all initial franchise fees and Territory Fees until we have fulfilled all of our pre-opening obligations to you under the Franchise Agreement and the franchisee has commenced during business pursuant to the franchise agreement.

2. Item 17: The North Dakota Securities Commissioner has held the following to be unfair, unjust, or inequitable to North Dakota franchisees (Section 51-19-09, North Dakota Century Code ("N.D.C.C")):

A. Restrictive Covenants: Franchise Disclosure Documents which disclose the existence of covenants restricting competition contrary to Section 9-08-06 N.D.C.C., without further disclosing that such covenants will be subject to this statute.

B. Situs of Arbitration Proceedings: Franchise agreements providing that the parties must agree to mediate or arbitrate disputes at a location that is remote from the site of the franchisee's business.

C. Restriction on Forum: Requiring North Dakota franchisees to consent to the jurisdiction of courts outside of North Dakota.

D. Liquidated Damages and Termination Penalties: Requiring North Dakota franchisees to consent to liquidated damages or termination penalties.

E. Applicable Laws: Franchise agreements which specify that any claims arising under the North Dakota franchise law will be governed by the laws of a state other than North Dakota.

F. Waiver of Trial by Jury: Requiring North Dakota franchisees to consent to the waiver of a trial by jury.

G. Waiver of Exemplary and Punitive Damages: Requiring North Dakota franchisees to consent to a waiver of exemplary and punitive damages.

H. General Release: Requiring North Dakota franchisees to execute a general release of claims as a condition of renewal or transfer of a franchise.

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.

Franchisee Initials/Date

Franchisor's Initials/Date

**ADDENDUM TO HPB LLC
FRANCHISE DISCLOSURE DOCUMENT
REQUIRED BY THE STATE OF SOUTH CAROLINA**

The State of South Carolina has not reviewed and does not approve, recommend, endorse or sponsor any business opportunity. The information contained in this disclosure has not been verified by the State. If you have any questions about this investment, see an attorney before you sign a contract or agreement.

If the seller fails to deliver the product, equipment or supplies necessary to begin substantial operation of the business within forty-five (45) days of the delivery date stated in your contract, you may notify the seller in writing and demand that the contract be cancelled.

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.

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT
REQUIRED BY THE 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 HPB Foam LLC for use in the Commonwealth of Virginia shall be amended as follows:

Additional Disclosure: 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 ground for default for termination state 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.

Item 5 of the Franchise Disclosure Document, *Territory Fee*, and Section 3.1 of the Franchise Agreement, Territory Fee-~~Fee~~, are amended as follows:

Based on Franchisor’s financial statements and Franchisor’s duty to furnish goods and services, the Virginia State Corporation Commission requires that Franchisor defer all initial franchise fees and Territory Fees until Franchisor has fulfilled all of Franchisor’s pre-opening obligations to Franchisee under the Franchise Agreement. The Virginia State Corporation Commission imposed this deferral requirement due to Franchisor’s financial condition.

Under subsection D of § 13.1-559 of the Virginia Retail Franchising Act, for all franchises located in Virginia, the franchise contract or agreement offered or entered into pursuant to terms of this chapter shall be governed by the laws of the Commonwealth of Virginia.

Under subdivision A 4 of § 13.1-563 of the Virginia Retail Franchising Act (“Act”), it is unlawful to offer or enter into a franchise agreement that restricts the right of a franchisee to engage in the business of offering, selling, or distributing goods or services at retail after termination or expiration of the franchise agreement. However, subsection B of § 13.1-563 of the Act provides that if a franchisee sells a franchise at a mutually agreed upon price to a third party or back to the franchisor, such sale may include a term restricting the right of such franchisee to engage in the business of offering, selling, or distributing goods or services at retail for a period of no more than two years after such sale.

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.

**ADDENDUM TO HPB FOAM LLC
FRANCHISE DISCLOSURE DOCUMENT, FRANCHISE AGREEMENT,
AND ALL RELATED AGREEMENTS
REQUIRED BY THE STATE OF WASHINGTON**

The provisions of this Addendum form an integral part of, are incorporated into, and modify the Franchise Disclosure Document, the franchise agreement, and all related agreements regardless of anything to the contrary contained therein. This Addendum applies if: (a) the offer to sell a franchise is accepted in Washington; (b) the purchaser of the franchise is a resident of Washington; and/or (c) the franchised business that is the subject of the sale is to be located or operated, wholly or partly, in Washington.

1. **Conflict of Laws.** In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, chapter 19.100 RCW will prevail.
2. **Franchisee Bill of Rights.** RCW 19.100.180 may supersede provisions in the franchise agreement or related agreements concerning your relationship with the franchisor, including in the areas of termination and renewal of your franchise. There may also be court decisions that supersede the franchise agreement or related agreements concerning your relationship with the franchisor. Franchise agreement provisions, including those summarized in Item 17 of the Franchise Disclosure Document, are subject to state law.
3. **Site of Arbitration, Mediation, and/or Litigation.** 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.
4. **General Release.** A release or waiver of rights in the franchise agreement or related agreements purporting to bind the franchisee to waive compliance with any provision under the Washington Franchise Investment Protection Act or any rules or orders thereunder is void except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel, in accordance with RCW 19.100.220(2). In addition, any such release or waiver executed in connection with a renewal or transfer of a franchise is likewise void except as provided for in RCW 19.100.220(2).
5. **Statute of Limitations and Waiver of Jury Trial.** Provisions contained in the franchise agreement or related agreements that unreasonably restrict or limit the statute of limitations period for claims under the Washington Franchise Investment Protection Act, or rights or remedies under the Act such as a right to a jury trial, may not be enforceable.
6. **Transfer Fees.** Transfer fees are collectable only to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.
7. **Termination by Franchisee.** The franchisee may terminate the franchise agreement under any grounds permitted under state law.
8. **Certain Buy-Back Provisions.** Provisions in franchise agreements or related agreements that permit the franchisor to repurchase the franchisee's business for any reason during the term of the

franchise agreement without the franchisee's consent are unlawful pursuant to RCW 19.100.180(2)(j), unless the franchise is terminated for good cause.

9. **Fair and Reasonable Pricing.** Any provision in the franchise agreement or related agreements that requires the franchisee to purchase or rent any product or service for more than a fair and reasonable price is unlawful under RCW 19.100.180(2)(d).

10. **Waiver of Exemplary & Punitive Damages.** RCW 19.100.190 permits franchisees to seek treble damages under certain circumstances. Accordingly, provisions contained in the franchise agreement or elsewhere requiring franchisees to waive exemplary, punitive, or similar damages are void, except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel, in accordance with RCW 19.100.220(2).

11. **Franchisor's Business Judgement.** Provisions in the franchise agreement or related agreements stating that the franchisor may exercise its discretion on the basis of its reasonable business judgment may be limited or superseded by RCW 19.100.180(1), which requires the parties to deal with each other in good faith.

12. **Indemnification.** Any provision in the franchise agreement or related agreements requiring the franchisee to indemnify, reimburse, defend, or hold harmless the franchisor or other parties is hereby modified such that the franchisee has no obligation to indemnify, reimburse, defend, or hold harmless the franchisor or any other indemnified party for losses or liabilities to the extent that they are caused by the indemnified party's negligence, willful misconduct, strict liability, or fraud.

13. **Attorneys' Fees.** If the franchise agreement or related agreements require a franchisee to reimburse the franchisor for court costs or expenses, including attorneys' fees, such provision applies only if the franchisor is the prevailing party in any judicial or arbitration proceeding.

14. **Noncompetition Covenants.** 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 provision contained in the franchise agreement or elsewhere that conflicts with these limitations is void and unenforceable in Washington.

15. **Non solicitation Agreements.** 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.

16. **Questionnaires and Acknowledgments.** 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.

17. **Prohibitions on Communicating with Regulators.** Any provision in the franchise agreement or related agreements that prohibits the franchisee from communicating with or complaining to regulators is inconsistent with the express instructions in the Franchise Disclosure Document and is unlawful under RCW 19.100.180(2)(h).

18. **Advisory Regarding Franchise Brokers.** Under the Washington Franchise Investment Protection Act, a “franchise broker” is defined as a person that engages in the business of the offer or sale of franchises. A franchise broker represents the franchisor and is paid a fee for referring prospects to the franchisor and/or selling the franchise. If a franchisee is working with a franchise broker, franchisees are advised to carefully evaluate any information provided by the franchise broker about a franchise.

The undersigned parties do hereby acknowledge receipt of this Addendum.

Dated this _____ day of _____, 20_____.

_____	_____
_____	_____
Signature of Franchisor Representative	Signature of Franchisee Representative
_____	_____
_____	_____
Title of Franchisor Representative	Title of Franchisee Representative

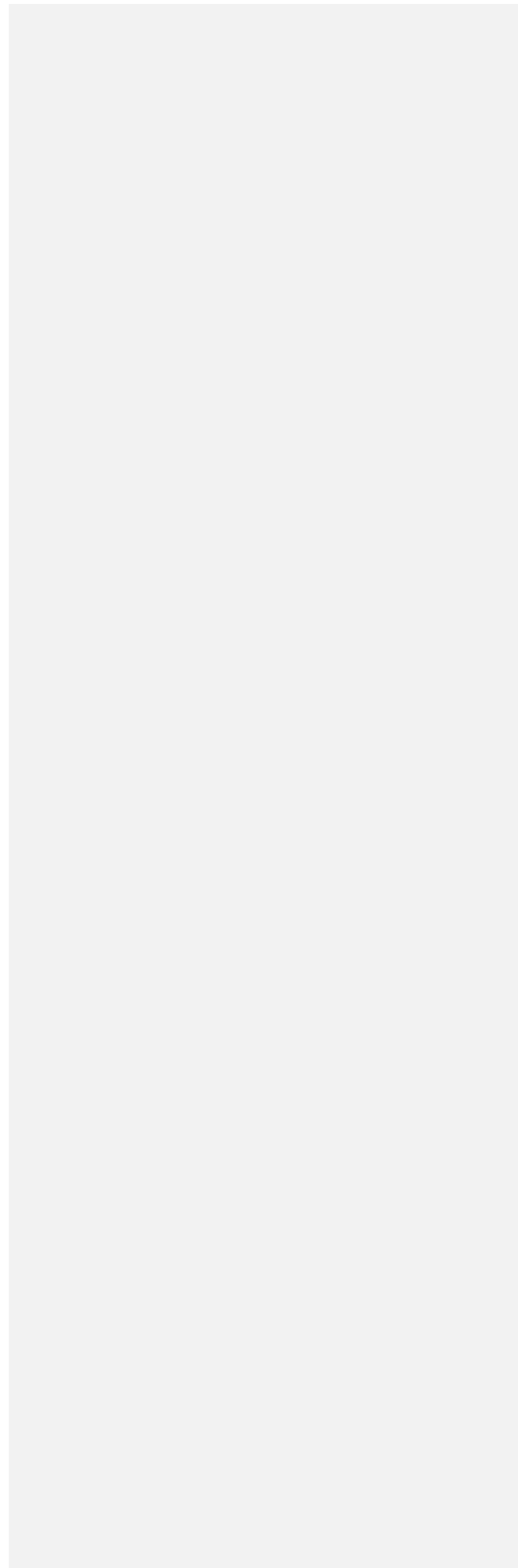


Exhibit E
to
HPB Foam LLC
Franchise Disclosure Document
Financial Statements

Exhibit F
to
HPB Foam LLC
Franchise Disclosure Document
Sample Termination and Release Agreement

**SAMPLE TERMINATION OF FRANCHISE AGREEMENT AND RELEASE
UPON TRANSFER TO AN AUTHORIZED FRANCHISEE**

This Termination of Franchise Agreement and Release (the "Agreement") is made this ____ day of _____, 20__, by and between HPB Foam LLC, a Pennsylvania limited liability company, with its principal place of business at 2525 N. 117th Avenue, Omaha, Nebraska 68164 ("Franchisor") and _____, a _____ with its principal place of business at _____ ("Transferor").

BACKGROUND

- A. On _____, Transferor entered into a franchise agreement (the "Franchise Agreement") with Franchisor for the right to operate an iFoam Business under Franchisor's proprietary marks and system (the "System") at the following approved location: _____ (the "iFoam Business").
- B. Transferor has satisfied all conditions of transfer as specified in the Franchise Agreement and now desires to sell the business to _____, who has been approved by Franchisor as an authorized transferee.
- C. In order to complete Transferor's sale of the business, Transferor now desires to terminate the Franchise Agreement and all rights and obligations between the parties relating to the Franchise Agreement, and Franchisor desires to accept such termination, pursuant to the terms of this Agreement.

AGREEMENT

In consideration of the mutual promises and covenants contained in this Agreement, and for other good and valuable consideration, the receipt and sufficiency of which is acknowledged, and intending to be legally bound, the parties agree as follows:

1. Subject to the terms and conditions contained in this Agreement, the Franchise Agreement and all rights and obligations between Franchisor and Transferor arising from or related to the Franchise Agreement are terminated, effective as of the date of this Agreement.
2. Notwithstanding anything in this Agreement to the contrary, the parties agree that Transferor shall remain bound by all of the post-term covenants and obligations contained in the Franchise Agreement including, without limitation, those relating to Confidential Information and Non-competition.
3. Transferor represents and warrants that all of Transferor's monetary obligations to Franchisor and its subsidiaries and affiliates have been satisfied in full as of the date of this Agreement.
4. Transferor, for itself and all persons and entities claiming by, through or under it, release, acquit and forever discharge Franchisor and its present and former officers, employees, shareholders, directors, agents, servants, representatives, affiliates, successors and assigns (the "Franchisor Releasees") from all obligations, claims, debts, demands, covenants, contracts, promises, agreements, liabilities, costs, attorney's fees, actions or causes of action whatsoever, whether known or unknown, which Transferor, by itself, on behalf of, or in conjunction with any other person, persons, partnership or corporation, have, had or claim to have against the Franchisor Releasees arising out of or related to the offer, sale and operation of the business, and the parties' rights or obligations under the Franchise

Agreement. This provision does not apply to claims arising under the Franchise Investment Protection Act, Chapter 19.100 RCW, or the rules adopted thereunder.

5. Excluding the indemnification obligations in the Franchise Agreement, and Transferor's obligations as in Section 2 of this Agreement, Franchisor, for itself and all persons and entities claiming by, through or under it, releases, acquits and forever discharges Transferor and Transferor's employees, agents, servants, representatives, affiliates, successors and assigns (the "Transferor Releasees") from all obligations, claims, debts, demands, covenants, contracts, promises, agreements, liabilities, costs, attorney's fees, actions or causes of action whatsoever, whether known or unknown, which it, by itself, on behalf of, or in conjunction with any other person, persons, partnership or corporation, have, had or claim to have against the Transferor Releasees arising out of or related to the offer, sale and operation of the business, and the parties' rights or obligations under the Franchise Agreement. Specifically excepted from this release are any claims asserted against Franchisor or any of its present and former officers, employees, members, directors, agents, servants, representatives, affiliates, successors or assigns (the "Indemnified Parties") by any third party, which claims arise out of or relate to the Franchise Agreement prior to the Effective Date of this Agreement. Transferor agrees to indemnify and hold the Indemnified Parties harmless from all losses, damages, liabilities, claims, costs, expenses, or judgments, including reasonable attorneys' fees incurred in connection with such claims (in the manner prescribed in the Franchise Agreement). This provision does not apply to claims arising under the Franchise Investment Protection Act, Chapter 19.100 RCW, or the rules adopted thereunder.

6. This Agreement constitutes the entire integrated agreement of the parties with respect to the subject matter contained in this Agreement and may not be subject to any modification without the written consent of the parties.

7. This Agreement shall be construed under the laws of the Commonwealth of Pennsylvania, which laws shall control in the event of any conflict of law.

8. This Agreement shall be for the benefit of and binding upon the parties and their respective representatives, successors and assigns.

9. Each party acknowledges that the terms of this Agreement have been completely read and are fully understood and voluntarily accepted by each party, after having a reasonable opportunity to retain and confer with counsel. This Agreement is entered into after a full investigation by the parties, and the parties are not relying upon any statements or representations not embodied in this Agreement.

10. In the event that Franchisor retains the services of legal counsel to enforce the terms of this Agreement, it shall be entitled to recover all costs and expenses, including reasonable attorney's fees, incurred in enforcing the terms of this Agreement.

11. Transferor agrees that Transferor has and had a relationship with Franchisor at its offices in the State of Nebraska and that, with the exception of Franchisor's right to seek injunctive relief in any appropriate jurisdiction, any action by or against Franchisor arising out of or relating to this Agreement shall be commenced and concluded in the State of Nebraska pursuant to the mediation, venue and jurisdiction provisions of the Franchise Agreement.

12. This Agreement may be executed in multiple counterparts by the various parties and the failure to have the signatures of all parties on a single Agreement shall not affect the validity or enforceability of any part of this Agreement against any party who executes any counterpart of the Agreement. Executed facsimile copies of this Agreement shall be deemed to be effective as original signatures.

HPB FOAM LLC

By: _____

FRANCHISEE

By: _____

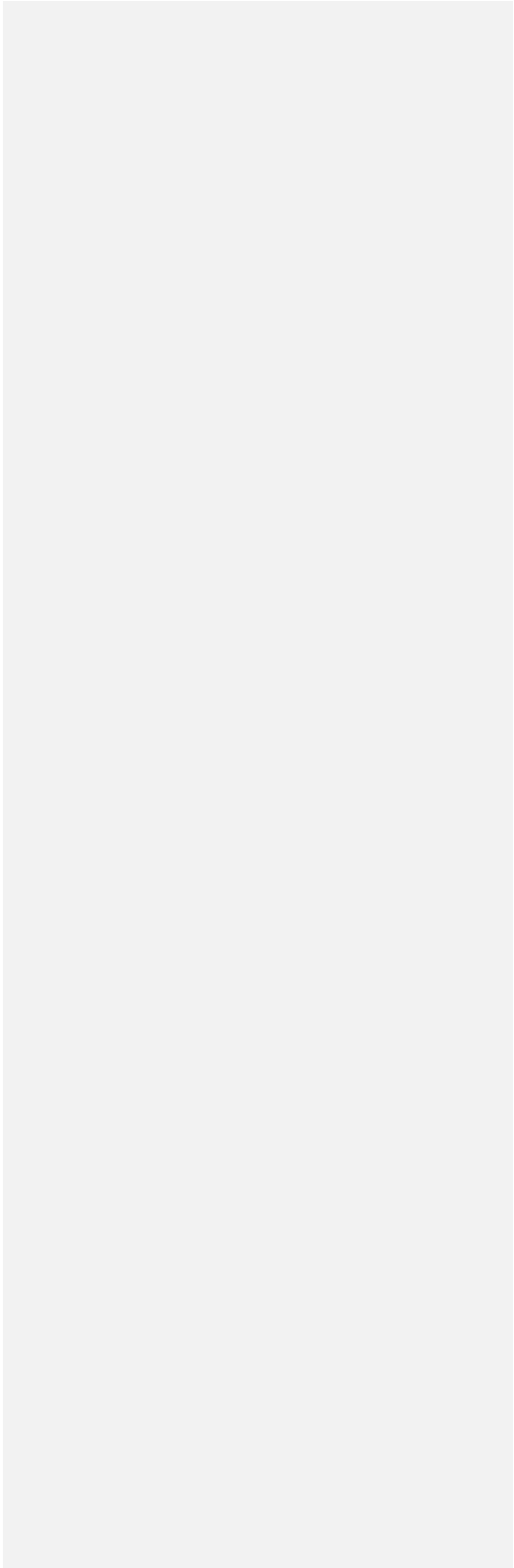


Exhibit G
to
HPB Foam LLC Franchise Disclosure Document
Operations Manual Table of Contents

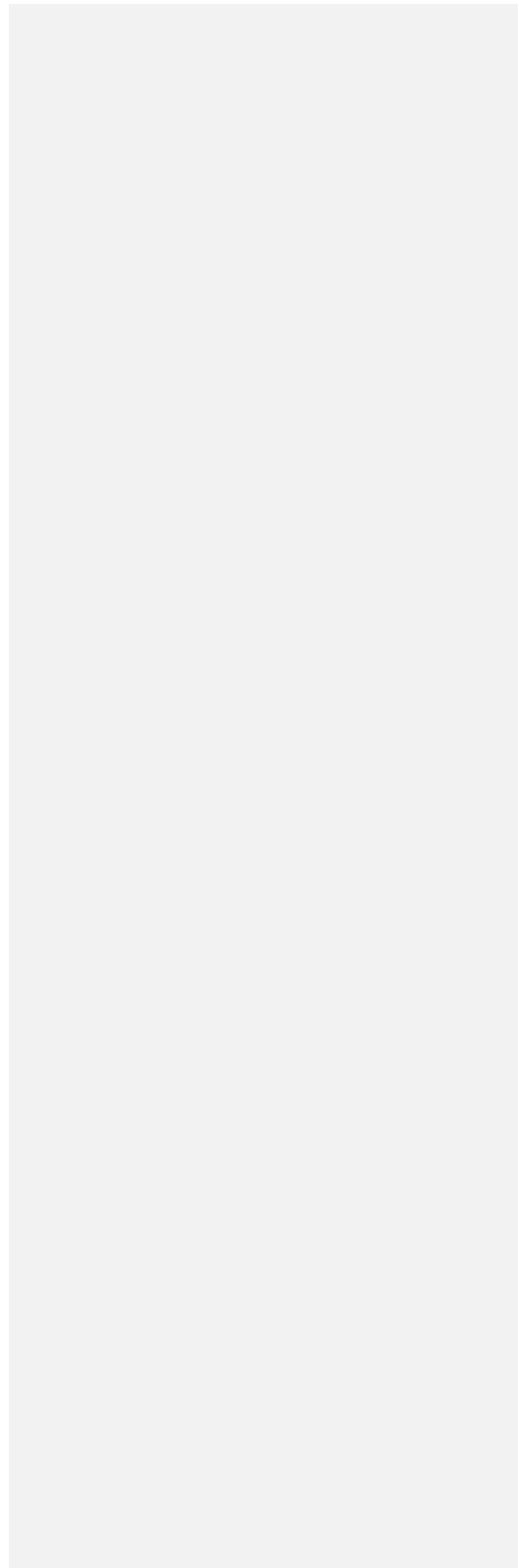


**Exhibit H
to
HPB Foam LLC
Franchise Disclosure Document**

Exhibit I
to
HPB Foam LLC
Franchise Disclosure Document

STATE EFFECTIVE DATES

The following states have franchise laws that require that the Franchise Disclosure Document be registered or filed with the states, or be exempt from registration: California, Florida, Hawaii, Illinois, Indiana, Kentucky, Maryland, Michigan, Minnesota, Nebraska, New York, North Dakota, Rhode Island, South Dakota, Texas, Utah, 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	STATUS
CALIFORNIA	Not Registered
FLORIDA	Exempt
HAWAII	Not Registered
ILLINOIS	Pending Registration
INDIANA	Registered
KENTUCKY	Exempt
MARYLAND	Not Registered
MICHIGAN	Registered
MINNESOTA	Registration Pending
NEBRASKA	Exempt
NEW YORK	Not Registered
NORTH DAKOTA	Registration Pending
RHODE ISLAND	Registration Pending
SOUTH DAKOTA	Registered
TEXAS	Exempt
UTAH	Exempt
VIRGINIA	Registration Pending
WASHINGTON	Not Registered
WISCONSIN	Registered

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 J
to
HPB Foam LLC
Franchise Disclosure Document
Receipts

RECEIPTS (OUR COPY)

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

If HPB Foam LLC offers you a franchise it must provide this disclosure document to you 14 calendar-days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale.

If HPB Foam LLC does not deliver this disclosure document on time or if it contains a false or misleading statement, or a material omission, a violation of federal law and state law may have occurred and should be reported to the Federal Trade Commission, Washington, D.C. 20580 and the state administrator identified in Exhibit A of this Franchise Disclosure Document. A list of franchisor's agents registered to receive service of process is listed as Exhibit A to this Franchise Disclosure Document.

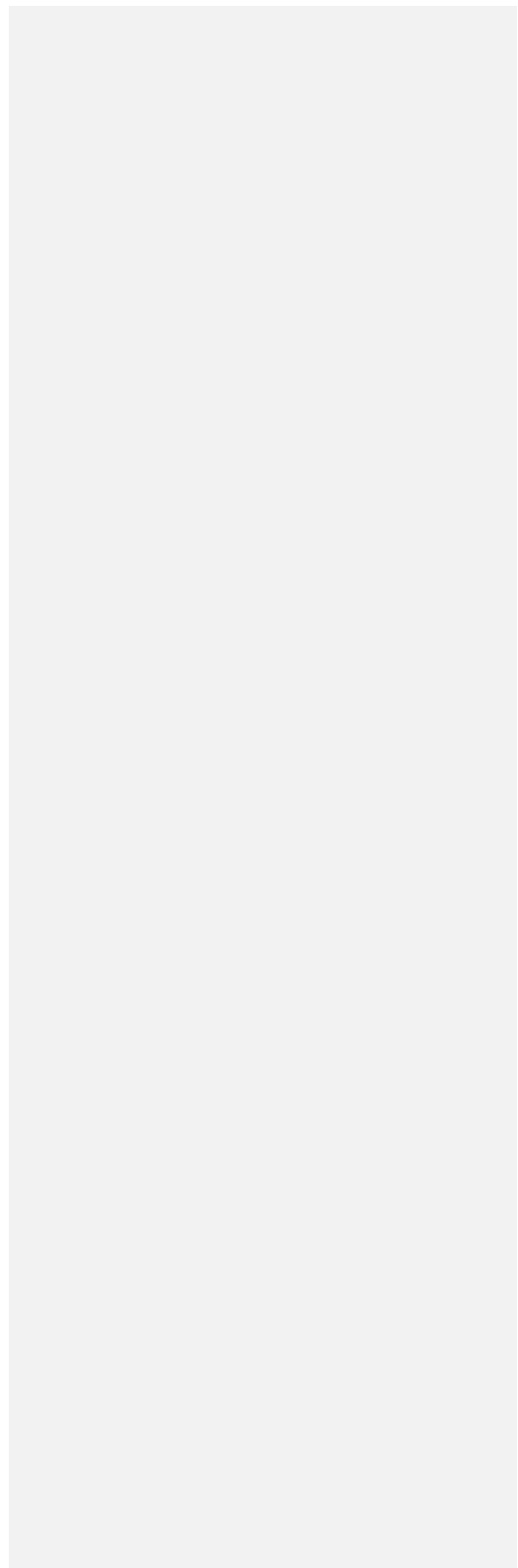
Issue date: April ~~29, 2025, as amended January 29, 2025~~ 20, 2026

I have received a Franchise Disclosure Document with an issue date of April ~~29, 2025, as amended January 29, 2025~~ 20, 2026, which included the following Exhibits:

A – List of State Administrators and Agents for Service of Process	H – List of Franchisees and Franchisees That Have Left the System in the Past Fiscal Year
B – Franchise Agreement	I – State Effective Dates Page
C – Multi-Unit Addendum	J – Receipt
D – State Specific Addenda	
E – Financial Statements	
F – Sample Termination and Release Agreement	
G – Operations Manual Table of Contents	

The franchise seller(s) for this offering is/are as follows: ~~Tony Hulbert~~ Anthony Coleman, 2525 N. 117th Avenue, Omaha, Nebraska 68164; HPB Foam LLC d/b/a iFoam, 2525 N. 117th Avenue, Omaha, Nebraska 68164.

<u>If an Individual:</u>	<u>If a Business Entity:</u>
Signature: _____	Signature: _____
Name: _____	Name: _____
Date: _____	Title: _____
Address: _____	Name of Entity: _____
_____	Address: _____
_____	_____



RECEIPTS (KEEP THIS COPY)

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<u>If an Individual:</u>	<u>If a Business Entity:</u>
Signature: _____	Signature: _____
Name: _____	Name: _____
Date: _____	Title: _____
Address: _____	Name of Entity: _____
_____	Address: _____
_____	_____