

ALL ABOUT PEOPLE® FRANCHISE DISCLOSURE DOCUMENT

**All About People Franchise Services, LLC
An Arizona Limited Liability Company
2141 E. Camelback Rd., Suite 105
Phoenix, AZ 85016
(602)-955-1212
www.allaboutpeople.net
franchiseservices@allaboutpeople.net**

All About People Franchise Services, LLC offers individual franchises for the operation of ALL ABOUT PEOPLE® businesses (“Businesses”) that operate a recruiting and staffing business that provides, among other services, contract, contract-to-hire, temporary, temporary-to-hire, direct hire, executive search placement and other staffing talent acquisition services.

The total investment necessary to begin operation of an ALL ABOUT PEOPLE® business is from \$97,686 to \$149,788. This includes \$48,001 to \$49,201 that must be paid to us or our affiliates.

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

You may wish to receive your disclosure document in another format that is more convenient for you. To discuss the availability of disclosures in different formats, contact Charles Mitchell at All About People Franchise Services, LLC, 2141 E. Camelback Rd., Suite 105, Phoenix, AZ 85016, (602) 955-1212.

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

Buying a franchise is a complex investment. The information in this disclosure document can help you make up your mind. More information on franchising, such as “[A Consumer’s Guide to Buying a Franchise](#),” which can help you understand how to use this disclosure document, is available from the Federal Trade Commission. You can contact the FTC at 1-877-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.

Issuance Date: February 11, 2014

STATE COVER PAGE

Your state may have a franchise law that requires a franchisor to register or file with a state franchise administrator before offering or selling in your state. **REGISTRATION OF A FRANCHISE BY A STATE DOES NOT MEAN THAT THE STATE RECOMMENDS THE FRANCHISE OR HAS VERIFIED THE INFORMATION IN THIS DISCLOSURE DOCUMENT IS CORRECT.**

Call the state franchise administrator listed in **Exhibit D** for information about the franchisor, or about franchising in your state.

MANY FRANCHISE AGREEMENTS DO NOT ALLOW YOU TO RENEW UNCONDITIONALLY AFTER THE INITIAL TERM EXPIRES. YOU MAY HAVE TO SIGN A NEW AGREEMENT WITH DIFFERENT TERMS AND CONDITIONS IN ORDER TO CONTINUE TO OPERATE YOUR BUSINESS. BEFORE YOU BUY, CONSIDER WHAT RIGHTS YOU HAVE TO RENEW YOUR FRANCHISE, IF ANY, AND WHAT TERMS YOU MIGHT HAVE TO ACCEPT IN ORDER TO RENEW.

Please consider the following **RISK FACTORS** before you buy this franchise:

1. **THE FRANCHISE AGREEMENT REQUIRES YOU TO RESOLVE DISPUTES WITH US BY ARBITRATION ONLY IN ARIZONA. OUT-OF-STATE ARBITRATION MAY FORCE YOU TO ACCEPT A LESS FAVORABLE SETTLEMENT FOR DISPUTES. IT MAY ALSO COST MORE TO ARBITRATE WITH US IN ARIZONA THAN IN YOUR OWN STATE.**
2. **THERE MAY BE OTHER RISKS CONCERNING THIS FRANCHISE.**

We use the services of one or more FRANCHISE BROKERS or referral sources to assist us in selling our franchise. A franchise broker or referral source represents us, not you. We pay this person a fee for selling our franchise or referring you to us. You should be sure to do your own investigation of this franchise.

Effective Date: See the next page for state effective dates

STATE EFFECTIVE DATES

The following states require that the disclosure document be registered or filed with the state, or be exempt from registration: California, Hawaii, Illinois, Indiana, Maryland, Michigan, Minnesota, New York, North Dakota, Rhode Island, South Dakota, Virginia, Washington and Wisconsin.

This Disclosure Document is not registered, on file or exempt from registration in any of the states having franchise registration and disclosure laws.

In the states listed below, the effective date (and issuance date) of this Disclosure Document is February 11, 2014.

Alabama	Kansas	Ohio
Alaska	Massachusetts	Oklahoma
Arizona	Mississippi	Oregon
Arkansas	Missouri	Pennsylvania
Colorado	Montana	Tennessee
Delaware	Nevada	Vermont
District of Columbia	New Hampshire	West Virginia
Idaho	New Jersey	Wyoming
Iowa	New Mexico	

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