



FRANCHISE DISCLOSURE DOCUMENT

DES Franchise, Inc.
DES Staffing Services, Inc. TM
DES Employment Group
1300 Cummins Road
Des Moines, IA 50315
(866) 740-5627
www.desemploymentgroup.com

You will operate a business that provides personnel services consisting of temporary help and full time placements to local clients. There are seven separate franchise programs, all of which are part of the DES Franchise, Inc. system. Each franchise program targets a different sector of the employee placement market and all are included in one franchise agreement.

The total investment necessary to begin operation of a DES Employment Group or DES Staffing Services, Inc. franchised business ranges from \$50,000 to \$100,000. This includes an initial fee of \$20,000 that must be paid to the franchisor at signing.

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 the Franchise Administration Department at 1300 Cummins Road, Des Moines, IA 50315, 515-288-2300.

The terms of your contract 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, DC 20580. You can also visit the FTC's home page at www.ftc.gov for additional information. Call your state agency or visit your public library for other sources of information on franchising.

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

EFFECTIVE DATE: January 3, 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.**

Call the state administrator listed in Exhibit A 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 THAT ALL DISAGREEMENTS BE SETTLED BY INFORMAL MEDIATION FOLLOWED, IF UNSUCCESSFUL, BY ARBITRATION IN IOWA. OUT OF STATE ARBITRATION MAY FORCE YOU TO ACCEPT A LESS FAVORABLE SETTLEMENT FOR DISPUTES. IT MAY ALSO COST YOU MORE TO ARBITRATE WITH US IN IOWA THAN IN YOUR HOME STATE.**
- 2. THIS FRANCHISE AGREEMENT STATES THAT IOWA LAW GOVERNS THIS AGREEMENT, AND THIS LAW MAY NOT PROVIDE THE SAME PROTECTIONS AND BENEFITS AS THE LAW IN YOUR HOME STATE. YOU MAY WANT TO COMPARE THESE LAWS.**
- 3. WE DO NOT HAVE A FEDERAL OR STATE REGISTRATION FOR THE FOLLOWING PRINCIPAL TRADEMARKS, “ITECH CORPORATION”, “CALL CENTER SOLUTIONS”, “HR 2 GO”, or “FARMSTAFF”.**
- 4. THERE MAY BE OTHER RISKS CONCERNING THIS FRANCHISE.**

Information comparing franchisors is available. Call the state administrator’s office or your public library for sources of information.

If you learn that anything in this Disclosure Document is untrue, contact the Federal Trade Commission and the State or Provincial authority.

TABLE OF CONTENTS

FRANCHISE DISCLOSURE DOCUMENT

PAGE

ITEM 1	THE FRANCHISOR, ANY PARENTS, PREDECESSORS AND AFFILIATES	4
ITEM 2	BUSINESS EXPERIENCE	6
ITEM 3	LITIGATION	6
ITEM 4	BANKRUPTCY	7
ITEM 5	INITIAL FEES	7
ITEM 6	OTHER FEES	7
ITEM 7	ESTIMATED INITIAL INVESTMENT	9
ITEM 8	RESTRICTIONS ON SOURCES OF PRODUCTS AND SERVICES	11
ITEM 9	FRANCHISEE’S OBLIGATIONS	11
ITEM 10	FINANCING	12
ITEM 11	FRANCHISOR’S ASSISTANCE, ADVERTISING, COMPUTER SYSTEMS AND TRAINING	12
ITEM 12	TERRITORY	16
ITEM 13	TRADEMARKS	18
ITEM 14	PATENTS, COPYRIGHTS AND PROPRIETARY INFORMATION	20
ITEM 15	OBLIGATIONS TO PARTICIPATE IN THE ACTUAL OPERATION OF THE FRANCHISE BUSINESS	20
ITEM 16	RESTRICTIONS ON WHAT THE FRANCHISEE MAY SELL	21
ITEM 17	RENEWAL, TERMINATION, TRANSFER AND DISPUTE RESOLUTION	21
ITEM 18	PUBLIC FIGURES	23
ITEM 19	FINANCIAL PERFORMANCE REPRESENTATIONS	23
ITEM 20	OUTLETS AND FRANCHISEE INFORMATION	24
ITEM 21	FINANCIAL STATEMENTS	39
ITEM 22	CONTRACTS	39
ITEM 23	RECEIPTS	39

EXHIBITS

- Exhibit A – Volume Discount, Low Margin Discount and Minimum Fee Schedules
- Exhibit B – Financial Statements
- Exhibit C – Franchise Agreement
- Exhibit D – Agents for Service of Process
- Exhibit E – List of State Authorities
- Exhibit F – List of Current and Former Franchisees
- Exhibit G – State Law Addendum
- Exhibit H – Application for Franchise
- Exhibit I – Franchise Receipts

This is a document preview downloaded from FranchisePanda.com. The full document is available for free by visiting: <https://franchisepanda.com/franchises/des-staffing-services-inc>