

FRANCHISE DISCLOSURE DOCUMENT
Interim HealthCare® Franchise Program



Interim HealthCare Inc., a Florida Corporation
1601 Sawgrass Corporate Parkway
Sunrise, FL 33323
(954) 858-6000
mbohannon@interimhealthcare.com
www.interimhealthcare.com

The franchisee, utilizing the trade name INTERIM HEALTHCARE®, will operate a business which provides the temporary services of health care personnel such as registered nurses; licensed practical nurses; nurse assistants; medical social workers; physical, occupational and speech therapists; home health aides; personal care aides; and companions to provide health care and support services directly to individuals, and as temporary staff to other health care providers and facilities. The franchisee may also provide health care related home medical equipment, products and supplies to individuals to whom it is providing health care services and permanent placement services in health care related occupations to other health care providers and facilities.

The total investment necessary to begin operation of an Interim Healthcare franchise ranges from \$123,500 to \$196,500. This includes \$48,000 that must be paid to the franchisor or affiliate.

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 Mr. Michael Bohannon, Vice President, Franchise Development, at Interim Healthcare Inc., 1601 Sawgrass Corporate Parkway, Sunrise, FL 33323 and 954-858-2699.

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 fourteen 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 governmental agency has verified the information contained in this document.**

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.

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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 franchise administrator listed in Exhibit F 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 LITIGATION ONLY IN FLORIDA. OUT OF STATE LITIGATION MAY FORCE YOU TO ACCEPT A LESS FAVORABLE SETTLEMENT FOR DISPUTES. IT MAY ALSO COST YOU MORE TO LITIGATE WITH US IN FLORIDA THAN IN YOUR OWN STATE.**
2. **THE FRANCHISE AGREEMENT STATES THAT FLORIDA LAW GOVERNS THE AGREEMENT, AND THIS LAW MAY NOT PROVIDE THE SAME PROTECTIONS AND BENEFITS AS LOCAL LAW. YOU MAY WANT TO COMPARE THESE LAWS. ***
3. **THE FRANCHISE AGREEMENT REQUIRES THAT YOU ATTAIN CERTAIN SALES QUOTAS DURING EACH CALENDAR YEAR. IF YOU FAIL TO ATTAIN YOUR SALES QUOTAS, YOU COULD BE REQUIRED TO PAY THE FRANCHISOR A ROYALTY ON THE AMOUNT OF THE DEFICIENCY, OR HAVE YOUR FRANCHISE TERMINATED.**
4. **THERE MAY BE OTHER RISKS CONCERNING THIS FRANCHISE.**

* Local law may supersede these franchise agreement provisions.

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 make sure to do your own investigation of the franchise.

EFFECTIVE DATE

The effective date of this Disclosure Document is February 5, 2016.

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Exhibits:

- A Interim Healthcare Franchise Agreement
- B Confidentiality Agreement
- C Acquisitions Consent Agreement
- D Business Associate Agreement
- E Agents for Service of Process
- F List of State Administrators
- G List of Franchises/Terminated Franchises
- H Financial Statements
- I Franchisee Compliance Certification
- J Receipts

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