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## FRANCHISE DISCLOSURE DOCUMENT

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**Franlink, Inc ,**  
**doing business as Link Staffing Services**  
**A Texas Corporation**  
**1800 Bering Drive, Suite 800**  
**Houston, Texas 77057**  
**(713) 784-4400, (800) 848-5465**  
**franchise@linkstaffing.com**  
**www.linkstaffing.com**

DEPARTMENT OF  
BUSINESS OVERSIGHT  
SAN FRANCISCO

The franchise offered is for the operation of an employment placement services business involving skilled and semi-skilled crafts and tradespersons, light industrial/unskilled laborers, clerical/administrative/professional laborers, and workers with other specialty-skillssets

The estimated initial investment required for a Link Business ranges from \$44,000 to \$54,500 if you are converting a personnel services business you already operate to a Link Business and from \$99,500 to \$174,000 if you are opening a start-up Link Business. This includes up to \$35,000 that may be paid to the franchisor or affiliate.

This disclosure document summarizes certain provisions of your Franchise Agreement and other information in plain English. Read this disclosure document and all 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 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 for you. To discuss the availability of disclosures in different formats, contact Michelle Bearden, Link's Vice President of Franchise Operations and Relations, at 1800 Bering, Suite 800, Houston, Texas 77057, (713) 784-4400.

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](http://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 April 22, 2015, as amended September 18, 2015

## 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 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 DISAGREEMENTS MAY BE SETTLED BY LITIGATION IN THE STATE OF TEXAS. OUT-OF-STATE LITIGATION MIGHT FORCE YOU TO ACCEPT A LESS FAVORABLE SETTLEMENT FOR DISPUTES. IT MIGHT ALSO COST YOU MORE TO LITIGATE WITH LINK IN ITS HOME STATE THAN IN YOUR HOME STATE
- 2 THE FRANCHISE AGREEMENT STATES THAT TEXAS LAW GOVERNS THE AGREEMENT AND THIS LAW MIGHT NOT PROVIDE THE SAME PROTECTIONS AND BENEFITS AS LOCAL LAW. YOU MIGHT WANT TO COMPARE THESE LAWS
- 3 THERE MAY BE OTHER RISKS CONCERNING THIS FRANCHISE
- 4 YOU MUST ACHIEVE THE MINIMUM PERFORMANCE REQUIREMENT IN ORDER TO RETAIN YOUR RIGHTS IN YOUR AREA AND REMAIN IN COMPLIANCE WITH THE FRANCHISE AGREEMENT

Link uses the services of one or more FRANCHISE BROKERS or any referral sources to assist Link in selling its franchise. A franchise broker or referral source represents us, not you. Link pays this person a fee for selling its franchise or referring you to it. You should be sure to do your own investigation of the franchise.

The effective dates of this Franchise Disclosure Document in the states with franchise registration laws in which Link has sought registration or exemption appear on the following page

## FRANLINK, INC. STATE REGISTRATIONS

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

This Franchise Disclosure Document is registered, on file, or exempt from registration in the following states having franchise registration and/or disclosure laws, with the following effective dates

California	<u>June 9, 2015</u>
Florida	<u>May 4, 2015</u>
Hawaii	<u>May 6, 2015</u>
Illinois	<u>April 28, 2015</u>
Indiana	<u>May 1, 2015</u>
Michigan	<u>April 28, 2015</u>
Maryland	<u>July 15, 2015</u>
Minnesota	<u>April 30, 2015</u>
New York	<u>July 17, 2015</u>
North Dakota	<u>May 6, 2015</u>
Rhode Island	<u>April 28, 2015</u>
South Dakota	<u>April 28, 2015</u>
Utah	<u>May 4, 2015</u>
Virginia	<u>April 30, 2015</u>
Washington	
Wisconsin	<u>April 28, 2015</u>

In all other states, the effective date of this Franchise Disclosure Document is the issuance date of April 22, 2015, as amended September 18, 2015

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