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DEPARTMENT OF  
BUSINESS OVERSIGHT  
SAN FRANCISCO**FRANCHISE DISCLOSURE DOCUMENT****PATRICE & ASSOCIATES FRANCHISING, INC**

**A Maryland Corporation**  
10020 Southern Maryland Blvd, Ste 100  
Dunkirk, Maryland 20754  
(301) 327-5059

www.patriceandassociates.com  
patricer@patriceandassociates.com



The franchise offered is for the establishment and operation of a recruiting business specializing in providing management candidates to the retail, restaurant and hospitality industry according to the System and under the Marks

The total estimated investment necessary to begin operations of a Patrice & Associates franchise is \$72,050 to \$80,500. This includes \$58,500 that must be paid to the franchisor or affiliate. In addition we grant regional development rights. The total estimated investment necessary to begin operations as a Developer is \$226,750 to \$246,500. This includes \$210,500 which must be paid to the franchisor or its 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 Patrice Spurlock, 10020 Southern Maryland Blvd, Ste 100, Dunkirk, Maryland 20754, (301) 327-5059.

The terms of your contract will govern your franchise relationship. Do not 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.

Date of Issuance May 20, 2014

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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 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 MOST DISPUTES BE SUBMITTED TO ARBITRATION IN ANNE ARUNDEL COUNTY, MARYLAND. 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 MARYLAND THAN IN YOUR HOME STATE.**

**2 THE FRANCHISE AGREEMENT STATES THAT MARYLAND LAW GOVERNS THE AGREEMENT, AND MARYLAND LAW MAY NOT PROVIDE THE SAME PROTECTIONS AND BENEFITS AS YOUR STATE'S LAW. YOU MAY WANT TO COMPARE THESE LAWS.**

**3 THE FRANCHISE OWNERS AND THEIR SPOUSES MUST EACH SIGN PERSONAL GUARANTIES MAKING EACH SPOUSE JOINTLY AND SEVERALLY LIABLE FOR ALL OBLIGATIONS OF THE FRANCHISE. THESE GUARANTIES PLACE EACH FRANCHISE OWNER'S AND EACH SPOUSE'S PERSONAL ASSETS AT RISK.**

**4 DURING THE THREE YEARS ENDED DECEMBER 31, 2013, 47 OF OUR FRANCHISES, APPROXIMATELY 62% OF OUR OUTLETS, LEFT THE FRANCHISE SYSTEM.**

**5 THERE MAY BE OTHER RISKS CONCERNING THIS FRANCHISE.**

**We use the services of one or more FRANCHISE Broker 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.**

The Effective Date See the next page for state effective dates.

## **EFFECTIVE DATES**

<b>California Effective Date</b>	<b>April 30, 2014</b>
<b>Hawaii Effective Date</b>	<b>March 3, 2014</b>
<b>Illinois Effective Date</b>	<b>February 21, 2014</b>
<b>Indiana Effective Date</b>	<b>September 30, 2013</b>
<b>Maryland Effective Date</b>	
<b>Michigan Effective Date</b>	<b>October 1, 2013</b>
<b>Minnesota Effective Date</b>	<b>February 24, 2014</b>
<b>New York Effective Date</b>	<b>April 10, 2014</b>
<b>North Dakota Effective Date</b>	<b>February 28, 2014</b>
<b>Rhode Island Effective Date</b>	<b>February 21, 2014</b>
<b>South Dakota Effective Date</b>	<b>September 5, 2013</b>
<b>Virginia Effective Date</b>	<b>February 18, 2014</b>
<b>Washington Effective Date</b>	
<b>Wisconsin Effective Date</b>	<b>February 19, 2014</b>

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