

**FRANCHISE DISCLOSURE DOCUMENT****PATRICE & ASSOCIATES FRANCHISING, INC.****A Maryland Corporation**

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2017 OCT 27 P4 2 47

DEPARTMENT OF  
BUSINESS OVERSIGHT  
SAN FRANCISCO

We offer development rights to solicit prospective franchisees for P&A Agencies (a recruiting business specializing in providing management candidates to the retail, restaurant and hospitality industry), and to perform certain services, training and support to these franchisees according to the System and under the Marks

The total estimated investment necessary to begin operations as an Area Representative is \$291,600 to \$319,400. This includes \$255,000 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 Rice, 10020 Southern Maryland Blvd, Suite 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 February 22, 2017 as amended on September 28, 2017

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## EFFECTIVE DATES

California Effective Date March 28, 2017

Hawaii Effective Date

Illinois Effective Date March 14, 2017

Indiana Effective Date March 27, 2017

Maryland Effective Date

Michigan Effective Date March 3, 2017

Minnesota Effective Date May 4, 2017

New York Effective Date

North Dakota Effective Date

Rhode Island Effective Date

South Dakota Effective Date

Virginia Effective Date March 22, 2017

Washington Effective Date March 28, 2017

Wisconsin Effective Date

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**FRANCHISE DISCLOSURE DOCUMENT  
PATRICE & ASSOCIATES FRANCHISING, INC**

**ITEM 1 THE FRANCHISOR, AND ANY PARENTS, PREDECESSORS AND  
AFFILIATES**

To simplify the language in this Disclosure Document, the words "we," "our," "us" and "Patrice & Associates" refer to Patrice & Associates Franchising, Inc, the franchisor of this business "You" and "your" refer to the person who buys the franchise, whether you are a corporation, limited liability company or other business entity If you are a corporation, limited liability company or partnership, "you" also means all of your owners and their spouses

**The Franchisor and Our Parents, Predecessors and Affiliates**

We incorporated under the name Patrice & Associates Franchising, Inc in Maryland on May 2, 2008 to offer Patrice & Associates franchises Our principal business address is 10020 Southern Maryland Blvd, Suite 100, Dunkirk, Maryland 20754 We do business under our corporate name and the name Patrice & Associates

We do not have any parent companies or predecessors Our owner operated Patrice & Associates as a sole proprietor from 1989 until November 7, 2007 at which time the business was incorporated under the name Patrice & Associates, Inc ("Affiliate") Affiliate operates a business of the type as a unit franchisee Our Affiliate is located at 10020 Southern Maryland Blvd, Suite 100, Dunkirk, Maryland 20754

**Agent for Service of Process**

Our agents for service of process are listed on Exhibit A to this Disclosure Document

**The Business**

We are in the business of selling unit franchises ("unit franchisee" or "franchisee") to operate a recruiting business specializing in providing management candidates to the retail, restaurant and hospitality industry according to our System and under our Marks in accordance with the Franchise Agreement ("Franchise Agreement"). If a franchisee wishes to purchase 4 unit franchises and we approve them, the franchisee will sign an Area Development Agreement ("Area Development Agreement" or "ADA") with us as well as a Franchise Agreement for the 1<sup>st</sup> franchise. The franchisee will then be required to enter into 3 additional franchise agreements according to a development schedule pursuant to the Area Development Agreement "P&A Agency" means any recruiting business operating under the System and Marks, whether owned by us or our Affiliate, or licensed or franchised by us or our Affiliate In this disclosure document, the P&A Agency you will operate according to the terms of the Franchise Agreement is referred to as the "Agency" This unit franchise program is offered and sold under a separate Franchise Disclosure Document

In addition we are in the business of selling development rights to qualified candidates in accordance with the Area Representative Agreement ("ARA") which is attached in Exhibit A The ARA authorizes you (the "Area Representative") to serve as our independent representative to solicit unit franchisees, provide training, on-going assistance and supervision to franchisees in the region designated in your ARA ("Region") The business you will operate under the ARA is referred to as the "Office" Under the ARA you must operate your own P&A Agency as well as solicit and obtain a minimum

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