

FRANCHISE DISCLOSURE DOCUMENT



SALADWORKS, LLC
An Illinois Limited Liability Company
100 Four Falls Corporate Center
Suite 600
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West Conshohocken, PA 19428
(610) 825-3080
www.saladworks.com
www.saladworksfranchises.com
fransales@saladworks.com

As a franchisee, you will operate a SALADWORKS® restaurant featuring a variety of salads, sandwiches, wraps, panini, soups, grain bowls, breads, desserts and beverages for lunch, dinner, catering and take-home.

The total investment necessary to begin operating a SALADWORKS® restaurant ranges from \$163,724 - \$452,292. This includes \$30,000 to \$36,000 that must be paid to the franchisor.

The total investment necessary to begin the operation of a SALADWORKS multi-unit development business ranges from \$193,724 - \$452,292, for a required minimum of 3 SALADWORKS® restaurants to be developed. This includes \$60,000 to \$61,000 that must be paid to the franchisor.

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 Vice President of Development, 100 Four Falls Corporate Center, Suite 600, 1001 Conshohocken State Road, West Conshohocken, PA 19428, (610) 825-3080 at fransales@saladworks.com.

The terms of your franchise agreement will govern your franchise relationship. Don't rely on the disclosure document alone to understand your contracts. Read all of your contracts carefully. Show your contracts 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.

Issuance Date: March 29, 2019, as amended August 16, 2019

STATE EFFECTIVE DATES

This disclosure document is effective as of the issuance date for use in Alabama, Alaska, Arizona, Arkansas, Colorado, Connecticut, Delaware, Georgia, Idaho, Iowa, Kansas, Louisiana, Maine, Massachusetts, Mississippi, Missouri, Montana, Nevada, New Hampshire, New Jersey, New Mexico, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Vermont, West Virginia, Wisconsin (offers only), Wyoming, Washington, D.C., American Samoa, Federated States of Micronesia, Guam, Marshall Islands, North Mariana Islands (including Saipan), Palau, Puerto Rico and Virgin Islands.

This disclosure document is effective as of the issuance date for use in the following states, where the franchisor filed 1-time notices on the dates indicated:

Connecticut:	July 30, 2018
Kentucky	August 5, 2015
Nebraska:	August 5, 2015
Texas:	August 5, 2015

This disclosure document is effective as of the issuance date for use in the following states, where the franchisor has filed annual notices, effective on the dates indicated:

Florida:	May 18, 2018 2019
Michigan:	August 5, 2018 2019
Utah:	March 22, 2019

This disclosure document is effective and may be used in the following states, where the disclosure document is filed, registered or exempt from registration:

California:	Pending April 15, 2019
Hawaii:	Pending June 17, 2019
Illinois:	Pending April 10, 2019
Indiana:	Pending May 5, 2019
Maryland:	Pending April 22, 2019
Minnesota:	Pending May 8, 2019
New York:	Pending June 12, 2019
North Dakota:	Pending April 22, 2019
Rhode Island:	Pending May 2, 2019
South Dakota:	Pending April 15, 2019
Virginia:	Pending April 16, 2019
Washington:	Pending May 29, 2019
Wisconsin:	Pending April 3, 2019

Laws and Regulations

A SALADWORKS restaurant is subject to federal, state and local laws, ordinances and regulations specifically applicable to the restaurant industry, including regulations relating to occupational hazards and health, the preparation and dispensing of food products, and menu labeling.

A SALADWORKS restaurant also is subject to federal, state and local laws and regulations that are applicable to businesses generally, including federal laws such as the Fair Labor Standards Act, National Labor Relations Act and Americans with Disabilities Act, and laws and regulations governing matters such as zoning, construction, business licensing, health and safety, minimum wages, overtime, working conditions, workers' compensation insurance, unemployment insurance, consumer protection, trade regulation, environmental protection, and taxation.

We advise you to investigate these laws and regulations before purchasing a franchise from us.

Item 2 BUSINESS EXPERIENCE

Patrick Sugrue Bryan Kelly Roddy: Chief Executive Officer and President

Patrick Sugrue Bryan Kelly Roddy is our Chief Executive Officer and President, a position he has held since March 2016 August 2019. From October 2014 March 2017 to March 2016; Patrick August 2019, Kelly was the Managing Director President of H&S Investments Schlotzsky's Franchisor SPV, LLC, and from May 2012 December 2007 to October 2014, Patrick August 2019, Kelly was President and Chief Operating Officer of Sofina Foods, Inc. Before it was acquired by Sofina Foods, Inc., Patrick served as Chief Executive Officer and President of Fearman's Pork, Inc. from December 2010 to May 2012. Schlotzsky's Franchise, LLC in Atlanta Georgia.

Alain Souigny: Chief Financial Officer

Alain Souigny is our Chief Financial Officer, Secretary and Treasurer, a position he has held since January 2019. From October 2015 to January 2019, he was the Chief Financial Officer of Redco Foods in Little Falls, New York and was Chief Executive Officer during his last year with the company. From April 2014 to October 2015, he was Chief Financial Officer of Delorios Foods, Inc. in Utica, New York. From April 2011 to April 2014, he was Vice President of Finance and Chief Financial Officer of Fearman's Pork Inc. in Burlington, Ontario, Canada.

Jena Henderson: Vice President, Growth

Jena Henderson is our Vice President of Growth, a position she has held since June 2015. From May 2010 to June 2015, Jena served as Vice President of Brand Services for our predecessor and from April 2008 to May 2010, Jena served as our Vice President of Business Development for our previous predecessor. Jena served as the Franchise Licensing Manager for another predecessor from April 2007 to March 2008 and served in various capacities for our predecessors from June 2005 to April 2007.

Lauriena Borstein: Vice President of Operations

Lauriena Borstein is our Vice President of Operations, a position she has held since May 2019. From December 2016 to April 2019, Lauriena served as Senior Vice President of Operations for Rita's Franchise Company in Trevoze, Pennsylvania. She also served as Senior Vice President of Rita's predecessor, Project Rayban Franchise Company, LLC from January 2012 to December

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