

FRANCHISE DISCLOSURE DOCUMENT



DEPARTMENT OF CORPORATIONS
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SPHERION STAFFING LLC
(A Delaware Limited Liability Company)
2015 South Park Place
Atlanta, GA 30339
770 303 6770
www.spherion.com

Spherion Staffing LLC offers franchises in the business of providing clients with high quality staffing services

The total investment necessary to begin operation of a Spherion franchise is \$100,000 to \$168,000. This includes the initial franchise fee of \$25,000.00 that must be paid to Spherion.

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 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 Sandra K. Mazur at 2015 South Park Place, Atlanta, GA 30339 and (770) 303-6770.

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 agencies about them.

Issue Date: November 15, 2012

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 OR HAS VERIFIED THE INFORMATION IN THIS DISCLOSURE DOCUMENT.

Call the state franchise administrator listed in Exhibit I 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 PERMITS THE FRANCHISEE TO SUE FRANCHISOR ONLY IN THE COURT(S) COVERING THE LOCATION AT WHICH FRANCHISOR HAS ITS PRINCIPAL PLACE OF BUSINESS AT THE TIME OF THE ACTION OR WHERE FRANCHISOR HAS ITS HEADQUARTERS AT THE TIME THE ACTION IS COMMENCED. OUT OF STATE LITIGATION MAY FORCE YOU TO ACCEPT A LESS FAVORABLE SETTLEMENT FOR DISPUTES IT MAY ALSO COST MORE TO SUE FRANCHISOR IN THIS LOCATION THAN IN YOUR HOME 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.

THERE MAY BE OTHER RISKS CONCERNING THIS FRANCHISE

Even though the franchise agreement provides that "home state" law applies, local law may supersede it in your state. Please refer to any state specific addendum that may be attached to the disclosure document for details

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 be sure to do your own investigation of the franchise

Effective Date See the next page for state effective dates

STATE EFFECTIVE DATES-2012

The effective dates of this disclosure document or of our exemption in the states listed below are:

STATE	EFFECTIVE DATE
California	N/A
Florida	January 7, 2012
Indiana*	July 26, 2012
Maryland*	August 10, 2011
Michigan*	April 27, 2012
Minnesota*	August 29, 2012
New York*	N/A
North Dakota*	September 10, 2012
Rhode Island*	August 3, 2012
South Dakota*	July 27, 2012
Virginia	June 24, 2011
Washington*	October 5, 2012
Wisconsin	July 25, 2012

* These states require that additional disclosure be provided in an Addendum which is contained in Exhibit N to this disclosure document.

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