

FRANCHISE DISCLOSURE DOCUMENT

TRC STAFFING SERVICES, INC.
(A Georgia Corporation)
SOUTH TERRACES
115 PERIMETER CENTER PLACE, SUITE 850
ATLANTA, GEORGIA 30346-1249
(770) 392-1411
www.trcstaffing.com



TRC Staffing Services, Inc. offers franchises in the business of providing clients with high quality staffing services.

The total investment necessary to begin operation of a TRC franchise would range from approximately \$79,500 to approximately \$149,500. This includes the initial franchise fee of \$15,000 that must be paid to TRC Staffing Services, Inc.

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 franchise disclosure document in another format that is more convenient for you. To discuss the availability of disclosures in different formats, contact Conrad Helms at South Terraces, 115 Perimeter Center Place, NE, Suite 850, Atlanta, Georgia 30346-1249 and (770) 399-0228.

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: April 1, 2016

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 F for information about the franchisor or about franchising in your state. Information comparing franchisors is available.

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 OR LITIGATION IN GEORGIA. OUT OF STATE ARBITRATION OR LITIGATION MAY FORCE YOU TO ACCEPT A LESS FAVORABLE SETTLEMENT FOR DISPUTES. IT MAY ALSO COST YOU MORE TO ARBITRATE OR LITIGATE WITH US IN GEORGIA THAN IN YOUR HOME STATE.**
2. **THE FRANCHISE AGREEMENT STATES THAT GEORGIA 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.**
3. **IF YOU ARE MARRIED, YOUR SPOUSE MUST SIGN A SPOUSAL CONSENT FORM GUARANTEEING YOUR OBLIGATIONS UNDER THE FRANCHISE AGREEMENT, MAKING THEM JOINTLY AND SEVERALLY LIABLE AND PUTTING THEIR OWN PERSONAL ASSETS AT RISK.**
4. **YOUR TERRITORY IS NOT EXCLUSIVE.**
5. **THE FRANCHISE MAY BE TERMINATED IF YOUR FRANCHISED BUSINESS IS NOT OPERATING WITHIN 90 DAYS OF SIGNING THE AGREEMENT, UNLESS WE HAVE AGREED OTHERWISE IN WRITING.**
6. **THERE MAY BE OTHER RISKS CONCERNING THIS FRANCHISE.**

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

TRC STAFFING SERVICES, INC.

STATE EFFECTIVE DATES

CALIFORNIA	
ILLINOIS	
INDIANA	
MARYLAND	
MICHIGAN	7/2/16
MINNESOTA	
NEW YORK	
RHODE ISLAND	
VIRGINIA	
WASHINGTON	10/2/16 (Pending)
WISCONSIN	

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