

Maximize your living potential.



OWN A SPHERION FRANCHISE.

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Meet
Spherion

Available Spherion Markets



This map is a representation of what markets we have available. We are open to discussing any market location where there is not an existing Spherion office.

SPHERION: THE UNMATCHED STAFFING & RECRUITING LEADER

Spherion is a pioneer in the staffing industry with more than 75 years of experience. Our franchisees compete in their markets with an advantage only Spherion can claim—the combination of local, on-the-ground expertise and the support and resources of the world's largest HR company.

True to our tagline “Let’s Get to Work,” Spherion provides workforce solutions to more than 5,000 businesses nationwide through more than 200 offices across the USA. We’ve come a long way since opening our doors in 1946—and we’ve never slowed down.



A WINNING COMPANY

To win at staffing and recruiting, you have to innovate. With the power of our local franchisees and the unrivaled support from our expert team of corporate advisors, Spherion has proven its ability to predict and meet the ever-changing demands of America's workforce and employers. We're proud to have been recognized in Entrepreneur magazine's Top Franchise 500 and ranked by Forbes as a top Temporary and Professional Staffing firm, among other industry accolades.

Industry awards are great, but what our clients and employees say about us is what really matters. We're incredibly proud of our national Google ranking (4.8/5 as of this writing) that eclipses all competition in the staffing industry. **Well done, Spherion.**



OUR VALUES:

Our shared values make us who we are, as people and as an organization. They underpin every decision we make as we guide candidates and clients, and as we become leaders in our communities.

We are
local.



WE ARE LOCAL.

We run local businesses that impact the diverse places we call home. Our placements enrich the lives of our job seekers and strengthen the businesses in our communities. Our stories and experiences reflect those we serve every day—and when we're successful together, our investments flow back into the neighborhoods where we live and work.

The power of Spherion is in our local roots.

WE ARE RESOURCEFUL.

With resilience and grit, we turn obstacles into opportunities, engaging our people, our expertise, and our tools to get the job done. Our local knowledge is amplified by the best practices that can only come from our global partner.

And when things get tough, we pivot and persevere.

We are
resourceful.



We are
engaged.



WE ARE ENGAGED.

We have a true interest in you and your success. We are empathetic and considerate of your needs as we work on your behalf. This starts by building genuine relationships, where we understand your needs at a deep level, and we have candid and sometimes tough conversations. This is how we work together to achieve the results you want for your career or your business.

WE ARE INSIGHTFUL.

We look past job descriptions and résumés to see what's really there. We marry this intuition with a nuanced knowledge of local markets, deep understanding of industry trends, and decades of expertise to make placements that make a difference. When we go beyond the paper, we become the guiding partner our job seekers, employers, and colleagues deserve.

We are
insightful.



We are
invested.



WE ARE INVESTED.

As franchise owners, our passion and commitment to our businesses and the communities we serve attracts colleagues whose care and dedication mirror our own. Our diverse franchise owner community takes the time to support each other because we understand that careers and the success of businesses are at stake. **Year after year, we're here to stay.**



MEET THE SPHERION FRANCHISE COMMUNITY A POWERFUL AND PROFITABLE GROUP

Spherion franchisees come from all walks of life—young and old; veterans; women; people of color; immigrants; some with staffing experience, some without; former academics, corporate leaders, engineers—you name it.

When you talk to Spherion franchisees, you know right away they have a deep sense of satisfaction that comes from driving careers, growing client businesses and bettering the communities they call home. Our franchisees love what they do and are passionate about their businesses. They create their own financial independence, earn what they're worth, build a legacy for their families, and control their destiny.

Whether you choose a new community to call home or open your doors in a place that's already a part of your life, making a difference in the lives of others while building a profitable business is one of life's most rewarding accomplishments.

98%

**OF SPHERION FRANCHISEES SAID
THEY WOULD DO IT AGAIN IF THEY
HAD THE CHANCE**



AT SPHERION, YOU NEVER FRANCHISE ALONE.

We say **“local is our superpower,”** and the true Spherion superheroes are the amazing and visionary Spherion franchisees across the country. They are the driving force behind Spherion’s success.

The Spherion franchisee community is unlike any group of franchisees out there. When you join Spherion, you’re joining a tight-knit community that shares professional and personal advice, helps new franchisees thrive, and will do anything to support each other. And you’ll enjoy a special bond of friendship with franchisees that will last a lifetime.



IN BUSINESS FOR YOURSELF,
NOT BY YOURSELF.

SPHERION

Every Spherion franchisee brings a different experience and area of expertise to the business—no one can be an expert in everything. That's where the Spherion franchise model comes in. The Spherion Corporate team provides a proven and successful system that shoulders the burdens of payroll, technology, business process design, and much more. At every step of your business ownership, Spherion provides tools and training to help ensure you're successful.

While you focus on growing your business and dominating your market, Spherion Corporate handles:

- **Marketing & PR**

Strategy, tools, and campaign materials

- **Technology**

Turnkey website design and optimization, email and text platforms, job boards, AI-driven recruitment

- **Accounting & Finance**

Payroll, invoicing, and pricing

- **Business Planning & Consulting**

Business & marketing plans, staff selection, leadership coaching

- **Sales**

Strategic account targeting, sales training, RFP and contract creation

- **Legal & HR**

Field Support, consultations, guidance, contracts, general oversight

Earning Potential & Cost Overview





FORTUNE FAVORS THE BRAVE

As an entrepreneur, you are able to earn what you're worth. As a Spherion franchisee, there is no limit to what you can earn. With so much support from Spherion corporate and your fellow franchisees, there's a good chance you'll be able to earn what you're worth, and that number can be higher than other franchise concepts.

In 2022, the average sales across all Spherion offices open at least one year was approximately **\$7.4 million** in revenue with an average **\$1.6 million** in gross profit.

WANT TO BE THE BEST?

If you're someone who doesn't settle for average—our **top 20%** of franchisees earned an average of **\$18.8 million** in revenue and **\$4.2 million** in gross profit.** The Spherion opportunity is a life-changing way to elevate your future and leave a legacy for your family and community.

*This data is based on 60 franchisees that were open and operating for at least one full year as of 12/31/22. 15 of the 60 franchisees (25%) surpassed the average annual sales stated above. Your individual results may differ. There is no assurance that other franchisees will earn as much. Please review Item 19 of our FDD for more information.

\$7.4MM
Average revenue of
a Spherion office*

\$1.6MM
Average gross profit
of a Spherion office*

25%
of franchisees open at least
one year surpassed average
sales revenue stated above*

26%
of franchisees open at least
one year surpassed average
gross profit stated above*

AN ACCESSIBLE, AFFORDABLE FRANCHISE

We're proud to offer affordable franchise fees and startup costs that make business ownership accessible to more entrepreneurs. Spherion offers two franchise business models that help you capitalize upon the steady growth the staffing industry is experiencing:



General Staffing

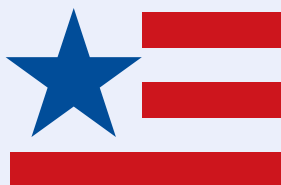
Spherion's general staffing model is available in many mid-sized cities and towns as well as some more rural areas. Spherion general staffing franchisees primarily support light industrial and administrative positions and, in some markets, professional staffing and recruiting as well. General staffing market geographies are typically defined by counties. The general staffing model always starts with one office with the opportunity to open multiple offices in the future.

The investment for this franchise model ranges from \$214,325 to \$342,575.

Professional Staffing – Technology and Finance & Accounting

Spherion Professional franchisees focus on specialized staffing and recruiting for roles within information technology, and finance and accounting. Backed by Spherion's proven business model and the resources of the world's largest workforce solutions company, our Professional franchisees enjoy higher margins on talent contracts and a more stable candidate roster. Professional staffing territories are based on BLS statistics showing at least \$50MM of contract payroll, offering great potential for long-term, stable profitability.

The investment for this franchise model ranges from \$340,795 to \$471,975.



Are you a **military veteran** or member of a recognized **minority group**? We offer a **25% discount** on our standard franchise fee for you.

Love the opportunity, but need financial assistance to make it happen? Spherion offers in-house financing for potential franchisees who need assistance. Ask us about help with setting up a financial path to ownership.

Spherion's Franchise Award Process



9 STEPS TO SPHERION OWNERSHIP

Deciding to become a Spherion franchisee is a discovery process of sharing information and goals to determine the best fit for you and for Spherion. Here's what you should expect:

1

Our first conversation

Once you've requested more information, our Franchise Development team will reach out, introduce Spherion, and we'll get to know you and your professional goals.



2

First engagement session

We'll hold an initial engagement session to introduce the company in more detail and review your potential for growth within the staffing industry and Spherion.



3

FDD review

We'll send you our Franchise Disclosure Document and plan a session to review it while answering all of your questions about the Spherion franchise commitment.



4

Second engagement session

You'll join us for another video call to learn about our operations and your future territory in more depth. You'll meet the team who will work with you on a daily basis to ensure your success. We'll also plan your attendance at an in-person Discovery Day event.



5

Third engagement session

Next, we'll introduce you to the teams who will support your market: sales, marketing, legal, and business services. We'll discuss business continuity planning, franchise commissions, awards and events, and our relationship with Randstad, our global partner.



6

Discovery Day

You'll attend a Discovery Day at our Atlanta HQ and hear from key Spherion leaders during hands-on sessions about business services, marketing tools, operations, and location selection. We love Discovery Days because they're a chance to get to know you and your goals beyond the screen and email inbox!



7

Franchise offer

Now for the exciting part: If all parties agree that we're a great fit, we'll extend a formal offer for you to franchise with Spherion. With your acceptance, you'll sign the agreement and pay initial fees. Now you're officially a Spherion franchisee!



8

Planning for your grand opening

In the weeks leading up to your office opening, we'll provide assistance with real estate, equipment procurement, and staffing your office. Spherion offers 80+ hours of pre-opening training. You won't open until you're confident you'll succeed!



9

You're open for business!

It's finally launch time! And our team stays by your side through opening and beyond with continued training, weekly and monthly check-ins about operating procedures, marketing, and sales, and comprehensive technical support. Your new Spherion franchise family is here to support you as well.



The Next
Steps on your
**Journey to
Ownership**



Bilal Aquil celebrating the grand opening of his Spherion Memphis office with his family and friends.



READY TO TAKE CONTROL OF YOUR DESTINY?

There's never been a better time to create a legacy for yourself and your family by investing in a Spherion Staffing and Recruiting franchise. The staffing industry's strong, steady growth combined with Spherion's proven business model and layers of support will help you achieve your professional goals and enjoy the life you want. If you're interested in taking the next step with us, contact one of our Franchise Development VPs today.



Dan Brunell

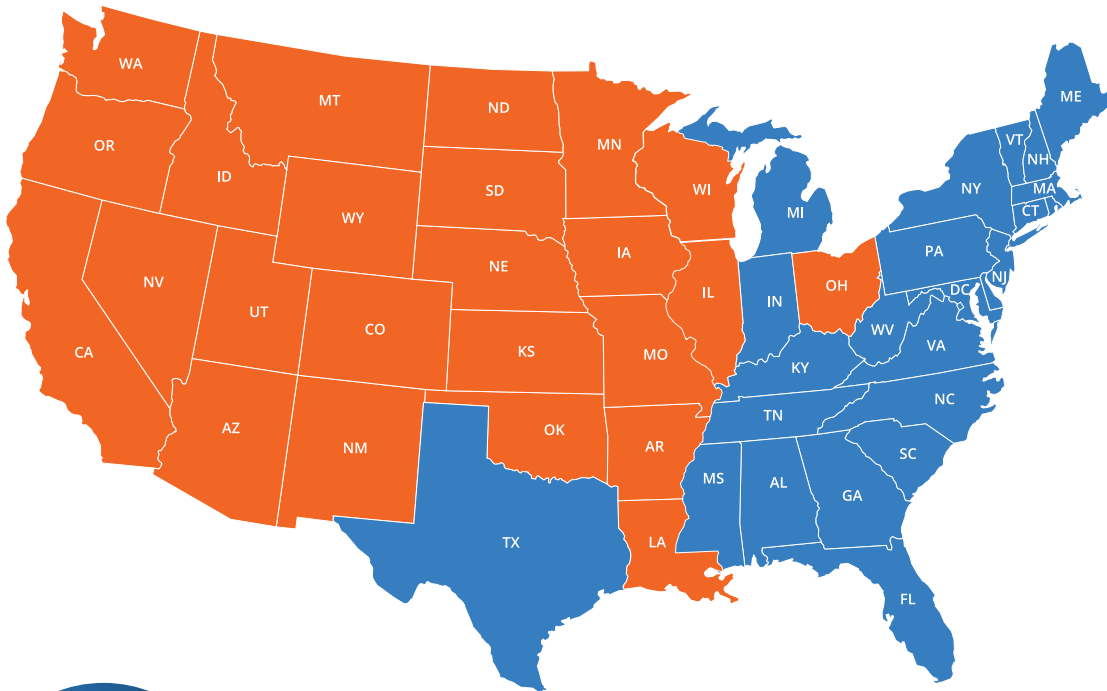
Regional Vice President of Franchise Development

Dan's background as a senior executive in the staffing industry and founder of a top franchise brokerage equips him with more than 30 years of experience helping prospective franchisees succeed.

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Bill Tasillo

Vice President of Franchise Sales
& Market Development

Certified as a franchise executive by the International Franchise Association, Bill brings a hands-on coaching style to his passion for helping new and seasoned franchisees grow their careers with Spherion.

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***LET'S GET
TO WORK.***



The information in this document is not an offer to sell a franchise. Spherion franchises are offered only by our delivery of a Franchise Development Document to you in compliance with FTC rules and various state franchise sales laws. The Franchisor is Spherion Staffing Services, LLC, a Delaware limited liability company.