

Franchise Business **REVIEW**

Ratings and Reviews of Today's Top Franchises

2025 Issue 1

SPECIAL REPORT

TODAY'S TOP 200 FRANCHISES

360CLEAN

CRUISE PLANNERS

THE LEARNING EXPERIENCE

TRAVELIN' TOM'S COFFEE TRUCK

and more... P. 16

**Overcoming the Most
Common Obstacles to
Franchise Ownership** P. 12

FRANCHISEE SPOTLIGHT:

Katie Webb, STRETCH ZONE P. 7

Tony Avila, SPHERION
STAFFING & RECRUITING P. 21

Nick Pena, CRUISE PLANNERS P. 27

TOGETHER, WE'RE #1



SCAN TO EXPLORE THE OPPORTUNITY.



Snap-on

SnaponFranchise.com



Features // 2025 Issue 1



- 5** Announcing This Year's Top 200 Franchise Opportunities
Explore the best of the best franchises in 2025

- 8** What Is Franchisee Satisfaction and Why Does It Matter?
Owner satisfaction is a cornerstone of a successful franchise system

- 11** Most Profitable Franchises
Best of the Best

- 12** Overcoming the Most Common Obstacles to Franchise Ownership
Clear the hurdles to achieve your goals

- 16** 2025 Top 200 Franchises
Best of the Best

- 19** Franchises for Veterans
Best of the Best

- 20** Empowering Due Diligence with Data and Insights
Conduct your franchise research at FranchiseBusinessReview.com

- 25** FBR Hall of Fame
Welcome 2025 new inductees!

- 26** Watch and Learn!
On-Demand Webinars

- 28** Most Innovative Franchises
Best of the Best

- 30** Food and Beverage Franchises
Best of the Best

Franchisee Profiles

- 6** Neelima Gaikwad, **A Place At Home**
7 Katie Webb, **Stretch Zone**
14 Alison Freidman, **Lightbridge Academy**
18 Ted Pease, **Right at Home**
21 Tony Avila, **Spherion Staffing & Recruiting**
27 Nick Pena, **Cruise Planners**
29 Mary Molnar, **Senior Care Authority**

✚ Reviews, interviews, satisfaction awards, and more resources are available at:
www.FranchiseBusinessReview.com



FRANCHISEE SATISFACTION MATTERS

With thousands of different franchises available today, it's hard to know which are potentially good investments, and which should be avoided. There are many factors to consider when investing in a franchise, but one of the most important is the satisfaction of current franchise owners.

Each year, we survey thousands of franchise owners to find the companies that are truly the best of the best. We ask the questions everyone wants to know:

- **Do you enjoy operating the business?**
- **Are you getting the training and support you need?**
- **Are you making the money you expected?**
- **And most important... Would you recommend this franchise to others?**

HOW WE SELECT THE TOP FRANCHISES

STEP 1: Invite

We invite all franchise companies based in North America with 10 or more franchise owners to participate in our research at no cost.

STEP 2: Survey

We contact all franchisees in the franchise companies that choose to participate and invite them to answer a 33-question satisfaction survey covering eight key areas, including: financial opportunity, training & support, leadership, and core values.

STEP 3: Analyze

We analyze the responses from the franchisees and use a weighted scale to determine an overall Franchisee Satisfaction Index (FSI) score that ranges from 0-100. Other factors considered in the weighting are the percentage of franchisees that participate in the survey, the age of the survey and the size of the franchise system.

STEP 4: Score

The FSI score is used to benchmark each company's franchisee satisfaction level against over 1,100 franchise brands representing tens of thousands of franchisees and determine their ranking among other participating companies.

STEP 5: Award

We identify the brands that exceed the benchmark and recognize them with a Top Franchise award.



Letter from the founder

ANNOUNCING THIS YEAR'S TOP 200 FRANCHISE OPPORTUNITIES

Explore the best of the best franchises in 2025

The journey to business ownership is a compelling venture for many, but not all franchise opportunities are the same. At Franchise Business Review, we aim to guide you through the process by providing insights and highlighting franchises that not only present a robust and rewarding opportunity for aspiring entrepreneurs but consistently rank highest in owner satisfaction. Our annual **Top 200 Franchises** list is an invaluable resource to fuel your due diligence.

Franchise Business Review simplifies the complexity of franchise research. Our unbiased franchisee satisfaction reviews, derived from anonymous feedback from more than 35,000 franchise owners and over 375 leading brands, serve as a benchmark for evaluating franchise systems. Through 33 key questions, we ask owners to rate their overall satisfaction, franchise culture, financial performance, and more to help aspiring entrepreneurs compare franchise opportunities and find their best fit.

Not all brands willingly undergo this type of assessment by an independent firm like Franchise Business Review. Those that do offer investors a wealth of valuable insights.

This year's award-winning Top 200 Franchises stand out as examples of excellence and are recognized for supporting the success and satisfaction of their franchisee network.

We hope to empower your search with the data and insights you need to make an informed investment decision.

As always, we wish you the best in your entrepreneurial journey!

Happy Franchising!



Eric Stites, Founder and CEO



ON OUR COVER:

Elias and Melody Garcia are no strangers to running a successful business together—or six of them, for that matter! They began purchasing The Learning Experience franchises, an early education center for children from infancy through preschool, in 2010. Since then, they've established an enterprise operation with multiple locations. In 2024, the couple was recognized by their franchisor and Franchise Business Review as Franchise Rock Stars.

FranchiseBusinessREVIEW™

Sharing the franchise experience

Franchise Business Review (FBR) is the leading franchise market research firm that performs independent surveys of franchisee satisfaction and franchise buyer experiences. Before you invest in any franchise opportunity, compare award-winning brands online and download the franchise reports to get the facts from those who know best — franchisees.

CONNECT WITH US!

@FranchiseBusinessReview

@FranchiseReview

@FranchiseBusinessReview

@FranchiseBusinessReview

Call: 866-397-6680

Email:
info@FranchiseBusinessReview.com

Visit:
www.FranchiseBusinessReview.com

©2005–2025 by Abistar Group, LLC/dba Franchise Business Review.

All rights reserved. No part of this document may be reproduced or transmitted in any form or by any means without the written permission of Franchise Business Review.

Franchise Business Review
155 Brewery Lane, Suite 201
Portsmouth, NH 03801 USA

603.433.2270 | info@FranchiseBusinessReview.com.

FEATURED FRANCHISEE



NEELIMA GAIKWAD

A Place At Home
Schaumburg, IL

Franchisee since 2022
25 Employees

Since opening her location in August 2022, Neelima Gaikwad has brought her passion for quality care and her background in occupational therapy to the day-to-day operation of her franchise, leading a team of 25 employees with empathy and vision.

When researching franchises, what criteria mattered to you most?

The criteria that mattered most to me were alignment with my values, a proven track record of success, and the ability to make a meaningful impact in healthcare. A Place At Home met these criteria by providing a strong support system, a mission that resonated with my passion for improving the caregiver-client bond, and a focus on delivering high-quality, personalized care.

Their collaborative approach, combined with their established systems and commitment to continuous improvement, made me feel confident that I could be part of something transformative while still maintaining the flexibility to integrate my own expertise and approach to care.

How does A Place At Home support and encourage your success?

The franchisor has been instrumental in supporting and encouraging my success. From the beginning, they provided comprehensive training that prepared me to navigate the operational and strategic aspects of the business. Their coaching and ongoing support have been invaluable.



For more information on the A Place At Home franchise opportunity:

- Call: 402-957-0048
- Visit: aplaceathome.com/franchise
- Email: mitch.benson@aplaceathome.com

EDUCATION



Mathnasium Learning Centers

Min. Cash Required: \$112,000
Investment Range: \$112,936 – \$149,616

Mathnasium Learning Centers is North America's leading math-only supplemental education franchise. Since 2002, the Mathnasium Method™ — the result of decades of hands-on instruction and development — has been transforming the lives of children in grades K-12 by offering comprehensive assessments, fully individualized learning plans, and teaching true math comprehension. With more than 1,100 learning centers worldwide in 10 countries, Mathnasium has been recognized as a Top Franchise by Franchise Business Review since 2019.

For more information on Mathnasium Learning Centers franchise opportunities, call (888) 763-2604, email franchisedev@mathnasium.com or visit mathnasiumfranchise.com.

RETAIL



Wild Birds Unlimited

Min. Cash Required: \$40,000
Investment Range: \$224,373 – \$379,957

Wild Birds Unlimited franchise store owners are the community resource for backyard bird feeding products, services and nature education. Who we are goes far beyond the products we sell. Each day our owners deliver a joyful experience to their customers while helping them purposefully engage with nature. A typical day involves customers swapping stories about latest bird sightings and sharing excitement about attracting new birds with our vast array of proprietary products.

For more information on Wild Birds Unlimited franchise opportunities, call (888) 730-7108, email franchisedevelopment@wbu.com or visit wbufranchise.com.



“

We absolutely loved Two Maids for the level of training, support, and culture.

Valerie & Wesley Burton,
Franchise Owners



Read about the Burtons' success and why they chose Two Maids







Learn more at twomaidsfranchise.com



Katie Webb

Stretch Zone

Midtown Tallahassee, North Tallahassee, and Pensacola, Florida
Franchise Owner Since May 2022 | 28 Employees

When Katie Webb discovered Stretch Zone, she wasn't on the hunt for a specific industry—she was looking for a certain culture. After meeting with the founder and CEO of the Stretch Zone franchise, she knew she had struck gold. The service and business model resonated with her deeply, and she took the leap! The alignment Katie felt with Stretch Zone's culture was undeniable, and she soon discovered that the services provided were exemplary. Today, she proudly owns three Stretch Zone franchise locations, including two of the top performers nationwide, and has 28 employees. Here is a glimpse into Katie's journey to multi-unit franchise ownership—in her own words.

Why did you purchase a franchise rather than start an independent business?

I purchased a franchise instead of starting another independent business because I wanted to support the community that comes with this franchise in particular. I own an independent business, but nothing compares to having the Stretch Zone team in my corner every day.

Were you focused on a specific industry or brand from the start?

When I came across Stretch Zone, I wasn't searching for a specific industry but a certain culture. Within minutes of meeting the founder and CEO of Stretch Zone, I knew I had found what I was looking for. Then, I learned more about the service and business model, which resonated with me, so I went for it!

Which of your prior skills and experiences are most helpful in operating your Stretch Zone franchise?

Outside of being a diligent and dedicated person, I think the previous coaching I received from owning my business set me up for success. I learned the value of following my core values! I love challenging myself to improve in all aspects of life. Whenever it's calm at work, or I have everything in place,

I say, "Hmmm, what system or area can I work on today since I have some extra time?" I also believe in life balance! I appreciate having slow mornings and fun weekends (as long as all my work is done beforehand).

“

Within minutes of meeting the founder and CEO of Stretch Zone, I knew I had found what I was looking for!

When researching franchises to buy, what criteria mattered to you most?

For me, the criteria for purchasing a franchise were simple. I felt very aligned with the company's culture and wholeheartedly believed in the service and product.

Did you use FBR's website or download franchisee satisfaction reports?

Yes! I conducted research on FBR's website.

Did you speak with other Stretch Zone franchise owners?

Yes, I spoke with several other franchisees! I spoke with the owners that Stretch Zone franchise leadership put me in contact with, and I also found several on my own to understand as much as possible from several points of view. I asked them about their biggest challenges, how much support they felt from corporate, their favorite part of their job, daily duties, margins, whether they used the service regularly, what has been the biggest change within the company since they bought their franchise, and whether they would buy another one.

For more information on the Stretch Zone Franchise opportunity:

- Email: dcollins@stretchzone.com
- Visit: franchise.stretchzone.com

Which questions did you ask Stretch Zone franchise leadership?

I asked our franchisor some questions but also listened and observed a lot. I was trying to figure out why everyone was there, whether we had the same core values, whether I could work with this team regularly, and what my day would look like as an owner. I also wanted data related to profit, sales, and operations.

What were your biggest challenges when you first started out, and how did you overcome them?

I didn't really have any huge challenges. Developing my team, creating systems that worked for me, and opening a second studio in the same city forced me to be creative with marketing. Opening a third Stretch Zone location in a different city helped me learn to utilize other tools available besides just being in the studio regularly. It's all been pretty smooth—placing the right team around you and having the franchisor's support makes even challenging obstacles easy to overcome.

How does the Stretch Zone franchise support and encourage your success?

The Stretch Zone franchise supports us 1000%. I love my franchisors, and everyone working there has been fun, flat-out hardworking, and enjoyable to be around and communicate with.

What are you most proud of as a Stretch Zone franchise owner, and why?

I am so proud to have two top-producing locations in the nation.

What advice would you give to new or potential Stretch Zone franchise buyers?

It will only be easy and successful if you work hard to stabilize your team and systems upfront. So go all in, get set up on the front end, and then stay focused on the culture once things are set up!



WHAT IS FRANCHISEE SATISFACTION AND WHY DOES IT MATTER?

Owner satisfaction is a cornerstone of a successful franchise system

Franchisee satisfaction is a cornerstone of a successful franchise system, influencing everything from operational efficiency to brand reputation. It reflects how closely a franchise owner's (franchisee's) real-world experiences align with their initial expectations when joining the franchise system. High satisfaction levels lead to motivated, productive, and loyal franchise owners who not only adhere to best practices but also help strengthen the brand by supporting peers and sharing positive feedback. Conversely, dissatisfaction can undermine the franchise's overall health and growth. For the franchise (franchisor), prioritizing franchisee satisfaction is more than just good practice—it's essential for building a resilient, thriving network. In this article, we explore what franchisee satisfaction is, why it matters, and how leading brands actively gather and respond to franchisee feedback to create a culture where both franchisees and franchisors flourish.

Franchisee satisfaction can be defined as how well the daily experiences of franchise owners compare with their expectations. It is a measurement of how fulfilled franchisees are with their day-to-day experiences of owning and operating their businesses. When expectations are met or exceeded, franchisee satisfaction will be high. When experiences fall short, satisfaction wanes, and that can damage the overall health and vitality of a franchise system. Potential franchise buyers (candidates) should evaluate franchisee satisfaction during their due diligence, before investing in a franchise.

WHEN THE FRANCHISEES ARE HAPPY, EVERYBODY'S HAPPY

Franchisee satisfaction is crucial for the success and sustainability of a franchise system. Satisfied franchisees are more likely to adhere to operational standards, deliver



DreamMaker Bath and Kitchen franchisees and staff celebrate the completion of a new kitchen renovation project.

consistent customer experiences, and remain committed to the brand.

According to Eric Stites, CEO and Managing Director of Franchise Business Review, "There are four stages in the franchisee satisfaction cycle: expectations, experience, satisfaction, and behavior. When franchisees are happy and satisfied, the whole franchise system benefits. High franchisee satisfaction should be the Holy Grail that every franchisor seeks."

Satisfied franchisees tend to:

- Work harder
- Follow the system
- Earn more money
- Support other franchisees
- Bring good ideas to the table
- Recommend ownership to others
- Positively represent the brand

By prioritizing franchisee satisfaction and actively seeking feedback, a franchisor can enhance collaboration, mitigate potential issues, fine-tune its operational strategies, and ultimately drive the long-term success and growth of the entire franchise network. As a result, the entire system becomes more resilient and adaptable.

"Every interaction franchisees have with their franchise system results in a unique experience. These touchpoints or interactions literally encompass the whole company: brand reputation, promotional materials, processes, training and support systems, company culture, staff, and all franchisees," Stites said. "Franchisee satisfaction plays a significant role in setting expectations in the minds of potential investors and existing franchise owners."

“It’s important that franchisors understand they have a direct impact on both sides of the equation. It’s up to the franchisor to manage franchisee expectations through open and honest communication and by over-delivering on their promises. A positive franchisor-franchisee relationship should start from the very first conversations, well before a candidate becomes a franchise owner.”

MEASURING FRANCHISEE SATISFACTION: WHAT CANDIDATES SHOULD KNOW

When researching franchise opportunities, understanding how satisfied current franchisees are provides valuable insights into the health and potential of the franchise system. Franchisee satisfaction is influenced by a variety of factors and evolves over time, so it’s crucial to know how franchisors value, measure, and address it.

Here are five key steps franchisors should take to gauge franchisee satisfaction—and what candidates should look out for:

1. Clear Communication

Strong communication between franchisors and franchisees is vital. A quality franchise system will explain why franchisee satisfaction matters, how it’s measured, and how feedback is used to improve the system. Look for a franchise that values transparency and demonstrates a commitment to making ownership a positive experience.

2. Third-Party Surveys

Third-party surveys provide credibility and demonstrate the values of a franchise system. Franchise Business Review’s franchisee satisfaction surveys measure satisfaction and engagement and provide franchisors with detailed, objective, quantitative, and qualitative data on the health of their franchise system—including its strengths and areas for improvement. Not all franchisors use independent third-party companies like FBR to measure franchisee satisfaction. However, franchisors that value their franchisees’ happiness will seek out this type of insight. For candidates, Franchisee Satisfaction reports can offer unbiased insights into how well the franchisor supports its owners and where potential challenges lie.

3. Key Franchisee Touchpoints

Satisfaction surveys typically focus on core areas that impact franchisees, such as training, marketing support, financial expectations, technology, and relationships with the franchisor. When evaluating a franchise opportunity, check if these critical areas are addressed in their surveys and if franchisees feel supported in these aspects.

4. Transparency of Results

Strong franchise systems share their survey results with both franchisees and potential candidates. When franchisors are open about their franchisees’ satisfaction levels, it shows integrity and a commitment to continuous improvement. Look for franchises that willingly provide these insights and demonstrate action plans based on feedback.

5. Regular Monitoring

Measuring satisfaction isn’t a one-time event—it should be ongoing. Top-performing franchises conduct surveys annually or even more frequently. As a candidate, ask how often the franchisor evaluates franchisee satisfaction and what actions they take based on the feedback. Regular monitoring helps ensure the system evolves with franchisee needs and expectations.

MAKING FRANCHISEE SATISFACTION PART OF YOUR EVALUATION PROCESS

By understanding how a franchisor measures and prioritizes satisfaction, you can make a more informed decision about whether a franchise opportunity aligns with your goals and values. A franchise system that actively supports and listens to its franchisees is far more likely to provide a fulfilling and profitable experience for you as a future owner.

Franchise Business Review’s annual Franchisee Satisfaction Awards is North America’s only awards program honoring franchise brands for excellence in achieving franchisee satisfaction.

“FBR aims to empower candidate research by recognizing franchises that not only present a robust business opportunity but also consistently rank highest in franchisee satisfaction. Our annual Top 200 Franchises list is an invaluable tool for a potential buyer’s research,” said Stites. ■



START A RECESSION RESISTANT FRANCHISE IN A \$210B INDUSTRY

PuroClean offers a resilient and profitable business model fit for any economy.





FUNDING YOUR BUSINESS *dreams*

Benetrends has helped more than 30,000 entrepreneurs successfully launch their dreams for over 40 years, with proven and innovative funding strategies that maximize opportunities and minimize risks.

Need Co-Branded assets?
We've got you covered!
Scan the QR code



OUR SERVICES



Founded
with a
Purpose



Suite of
Innovative
Funding Options



Complimentary
Consultations



40+ Years Of
Industry
Expertise



A Long-Term
Partnership



Endless Support
& Resources



► 401(k)/IRA Rollover Funding

The Rainmaker Plan® we pioneered decades ago allows you to use the funds in your retirement plan to purchase or expand your business while eliminating debt — tax-deferred and penalty-free.



► Tax Advantaged Initial Capitalization Strategies

The Rainmaker Advantage Plan® allows you to create a structure that will greatly minimize or eliminate the taxes on gains when selling the business.**



► SBA Loans

One of the most popular loan offerings for small businesses. Benetrends has one of the highest loan approval ratings in the industry due to our extensive relationships with bank and non-bank lenders, and our unique capabilities. We have been able to simplify the sometimes complicated loan process, and are so confident in our ability to get our clients funded, we offer a money-back fee guarantee.*



► Securities-Backed Loans

A line of credit backed by securities held in an investment portfolio in which cash needs are acquired within 10 days without disrupting investments, investment strategies, or asset allocation. The portfolio remains in your name, and you receive all dividends and appreciation.



► Equipment Leasing

A simple application with a 5-day approval process, low up-front costs, and only 1st and last payment due at signing.



► Unsecured QuickStart Loans

Offers entrepreneurs with strong credit a streamlined and accelerated funding process for loans ranging from \$50k to \$250k. This flexible solution features 7 to 10-year terms, no personal real estate collateral required, no impact on personal credit, and suits a range of needs from business acquisitions to franchise re-sales.

Find out more, call 866.423.6387 or visit www.benetrends.com

BEST OF THE BEST: MOST PROFITABLE FRANCHISES

Today's leading brands based on
FBR's owner satisfaction data.

*Full Satisfaction Report Available
at FranchiseBusinessReview.com



Owner satisfaction, profitability, and long-term return on investment are three of the most critical factors to consider before investing in a franchise business. The companies on this year's list of the Most Profitable Franchises offer a better-than-average opportunity to grow your income. These award-winning brands also received the highest franchisee satisfaction ratings—according to the 35,000 franchise owners surveyed.

AUTOMOTIVE

- * Christian Brothers Automotive
- RNR Tire Express

BUSINESS SERVICES

- * Alphagraphics
- Crestcom International
- Express Employment Professionals
- * FASTSIGNS
- * Sandler
- * Spherion Staffing & Recruiting
- Unishippers
- We Sell Restaurants
- YESCO

CHILD ENRICHMENT

- i9 Sports

CLEANING & MAINTENANCE

- Anago Cleaning Systems (master franchisors)
- Molly Maid
- * PuroClean
- Stratus Building Solutions

EDUCATION

- Creative World School
- The Goddard School
- * The Learning Experience

FOOD & BEVERAGE

- Aroma Joe's
- Chicken Salad Chick
- Church's|Texas Chicken
- Cousins Maine Lobster
- Culver's
- Dave's Hot Chicken
- Donatos Pizza
- * East Coast Wings + Grill
- LaRosa's Pizzeria
- * Penn Station
- * Pizza Factory
- Tropical Smoothie Cafe
- Wetzel's Pretzels
- Wingstop

HEALTH & PERSONAL SERVICES

- * Any Lab Test Now
- Palm Beach Tan
- * Sport Clips

HOME SERVICES

- * DreamMaker Bath & Kitchen
- Mr. Electric
- Mr. Handyman
- Precision Garage Door Service
- Premier Pools & Spas

REAL ESTATE

- Keller Williams
- MY SALON Suite
- NextHome
- Real Property Management
- Weichert Real Estate

RETAIL

- Good Feet Worldwide
- * Pinch A Penny
- Uptown Cheapskate

SENIOR CARE

- * A Place At Home
- Amada Senior Care
- Assisting Hands
- Griswold Home Care
- * HomeWell Care Services
- Right at Home
- SYNERGY HomeCare
- * Visiting Angels

SERVICES

- Critter Control
- Glass Doctor
- Jet-Black
- * Outdoor Lighting Perspectives
- * TWO MEN AND A TRUCK
- Weed Man

SPORTS & RECREATION

- Aqua-Tots
- British Swim School
- Freedom Boat Club
- Goldfish Swim School

TECHNOLOGY

- TeamLogic IT
- Wireless Zone



OVERCOMING THE MOST COMMON OBSTACLES TO FRANCHISE OWNERSHIP

Clear the hurdles to achieve your goals

Franchising can be a dream come true for many aspiring business owners. It offers a proven business model, established brand recognition, and ongoing support from the franchisor. However, despite the appeal and advantages, potential franchise owners face several significant obstacles. Understanding these challenges can help you navigate the path to ownership more effectively and increase your chances for success.

Let's explore the most common obstacles and some actionable strategies to overcome them.

1. ACCESS TO CAPITAL AND FINANCING

The Challenge:

One of the most significant hurdles for potential franchisees is securing the necessary funding to get started. Franchise ownership often comes with substantial initial investments, which include franchise fees, equipment, inventory, marketing expenses, and working capital. Depending on the brand and industry, these costs can range from tens of thousands to millions of dollars.

It can be challenging to know where to start. Many would-be franchisees struggle to obtain financing due to limited credit history, a low credit score, or insufficient collateral to secure loans. Even those with strong financial backgrounds may find that traditional lenders hesitate to approve loans for first-time business owners.

How to Overcome It:

- **Explore Financing Options:** There are multiple options for financing a franchise, from traditional bank loans and home equity loans to alternative lenders and franchise financing companies. Franchise Business Review has partnered with Benetrends Financial to provide complimentary financing consultations



Cruise Planners Travel Advisor JJ Kuykendall celebrates during a breathtaking Artic Expedition hosted by Cruise Planners in June 2024.

to potential investors. Benetrends Financial is an IFA Preferred Vendor that's helped over 30,000 franchisees launch their dreams through personalized financing solutions.

- **Franchisor Funding:** Many franchisors offer funding assistance or have relationships with lenders specializing in franchise funding who are more inclined to finance their franchisees.
- **SBA Loans:** Beyond traditional bank loans, consider Small Business Administration (SBA) loans, which are often more accessible to franchise owners.
- **Savings or Retirement Funds:** Some potential owners tap into their 401(k)

or IRA through a Rollover for Business Startups (ROBS) program to finance their franchise without incurring early withdrawal penalties.

- **Consider Alternative Funding Sources:** Crowdfunding, peer-to-peer lending platforms, and even family and friends can be viable sources of capital.
- **Improve Your Credit Profile:** If your credit score is holding you back, take steps to improve it before applying for financing. This includes paying off existing debt, making timely payments, and reducing your credit utilization ratio.

2. HIGH INITIAL INVESTMENT COSTS

The Challenge:

Even when financing is available, the sheer size of the initial investment can be daunting. In addition to the franchise fee, other costs such as real estate, build-out expenses, licenses, and inventory can quickly add up. This high-cost barrier can deter potential franchisees who don't have significant liquid assets.

How to Overcome It:

- **Choose a Low-Cost Franchise:** Not all franchises require a large upfront investment. Consider home-based, mobile, or service-oriented franchises, which typically have lower startup costs than brick-and-mortar businesses.
- **Look for Incentives and Discounts:** Some franchisors offer discounts for veterans, women, or minority entrepreneurs. These incentives can significantly reduce your initial investment.
- **Plan for Phased Growth:** Start with a single location or a smaller operation and expand gradually as you build profitability.

3. LIMITED CREDIT OR FINANCIAL HISTORY

The Challenge:

A strong credit history is often a prerequisite for obtaining financing. However, first-time business owners, young entrepreneurs, or those who have recently faced financial difficulties may have limited or imperfect credit histories. This can make lenders wary of approving loans.

How to Overcome It:

- **Build Your Credit Profile:** Take proactive steps to establish or repair your credit. This might involve obtaining a secured credit card, paying down existing debt, or becoming an authorized user on a family member's account.
- **Find a Co-Signer or Partner:** Bringing in a business partner or co-signer with a stronger financial profile can improve your chances of securing a loan.
- **Start Small:** Consider starting with a lower-cost franchise that requires less financing. This will allow you to build business experience and creditworthiness over time.

Franchise Business Review has partnered with Benetrends Financial to provide complimentary financing consultations to potential investors. Follow the QR Code to learn more.



4. FRANCHISOR REQUIREMENTS

The Challenge:

Franchisors often have strict requirements for potential franchisees. These requirements can include minimum net worth, liquidity, business experience, or specific skills. If you don't meet these criteria, your application may be rejected.

How to Overcome It:

- **Research and Compare Franchises:** Not all franchisors have the same requirements. Explore opportunities that align with your financial standing and experience. FBR's website makes it easy to explore the top franchise opportunities, download reports, read owner testimonials, and learn about best practices for due diligence.
- **Enhance Your Skills:** Many franchises provide the training and support needed for franchisees to succeed. However, some require specific skill sets and experience. If lack of experience is an obstacle, consider taking business courses, attending franchise seminars, or working in a similar business to gain relevant experience.
- **Be Transparent:** Be honest about your financial situation and experience. Some franchisors are willing to work with dedicated candidates who show potential and a willingness to learn.

5. TERRITORIAL AVAILABILITY

The Challenge:

Franchises often operate within designated territories, and your preferred location might already be taken. This can be frustrating if you've set your heart on a particular market or region.

How to Overcome It:

- **Be Flexible:** Consider alternative locations that may still have strong growth potential. Sometimes, less saturated markets can offer greater opportunities.

- **Explore Resale Opportunities:** Existing franchise locations sometimes become available for resale. This can be a faster way to enter a market with an established customer base.

6. OPERATIONAL DEMANDS

The Challenge:

Like owning any business, running a franchise requires significant time, energy, and dedication. The demands of day-to-day operations can be overwhelming, especially for those unfamiliar with the industry.

How to Overcome It:

- **Understand the Commitment:** Be realistic about the time and effort required. Speak with current franchise owners to get a clear picture of the operational demands.
- **Invest in Training:** Take advantage of the franchisor's training programs to build confidence and competence in running the business.
- **Hire Skilled Staff:** Surround yourself with capable employees who can manage operations effectively, allowing you to focus on strategic growth.

FOLLOW YOUR PASSION!

While the road to franchise ownership can present some hurdles, they are not insurmountable. With careful planning, resourcefulness, and a willingness to learn, you can overcome these challenges and achieve your dream of business ownership. By understanding the potential obstacles, and preparing for them in advance, you'll be better positioned for success in the world of franchising. Remember, in franchising, you're in business for yourself, but not by yourself! You'll have a network of corporate supporters and a franchisee family who all want to help you succeed. ■

FEATURED FRANCHISEE



ALISON FREIDMAN

Lightbridge Academy

Huntersville and Stelle Creek, North Carolina

Franchise owner since 2023

52 Employees

Alison is a dynamic entrepreneur who joined the Lightbridge Academy franchise in January 2023. She currently owns two thriving Lightbridge Academy centers—Huntersville, NC, which opened in January 2023, and Steele Creek, NC, which opened in October 2024—and is seeking a third location.

When researching franchises, what criteria mattered to you most?

Values, values, values! Having shared core values as people and as an organization was key for us. We knew early on in our process that Lightbridge Academy met the criteria. Additionally, it was important to us to have a strong, winning brand that we knew we would be successful in getting behind.

How does your franchisor support and encourage your success?

Lightbridge Academy is world class in how they support their franchisees towards success. Their branding is innovative and enriched, and their leadership is authentic in every way setting a foundation of trust. This is complemented by the array of scheduled calls for various topics, encouraging fellow franchisees to support one another, offering extensive tools and training, as well as dedicated business coaches who are all highly trained and knowledgeable.

What are you most proud of and why?

Coming from modest beginnings, I am proud to have the opportunity to become a business owner and invest in something with such great meaning: our future.



For more information on the Lightbridge Academy franchise opportunity:

- Call: (732) 980-1900 x 199
- Visit: lightbridgeacademy.com/franchise
- Email: ahudesman@lightbridgeacademy.com

A FRANCHISE WITH A FUTURE

PINCH·A·PENNY
POOL·PATIO·SPA®

BECOME A LOCAL POOL STORE OWNER

Schedule a Call or visit PinchAPennyPoolFranchise.comOVER
\$2M*
AVERAGE
STORE REVENUE295+
LOCATIONS
AND GROWINGUP TO
80%
FINANCING
AVAILABLE

*For the year ending December 31, 2023, Pinch A Penny had 284 stores open. Of those stores, 269 have been open at least one year. Of those open at least one year, the average annual gross sales were \$2,028,541 and some stores (38%) had annual gross sales that exceeded the average. Your results may differ. There is no assurance that you will do as well. See our 2024 Franchise Disclosure Document for more information.



“

Budget Blinds is a turnkey business. I only needed to follow the steps to succeed.

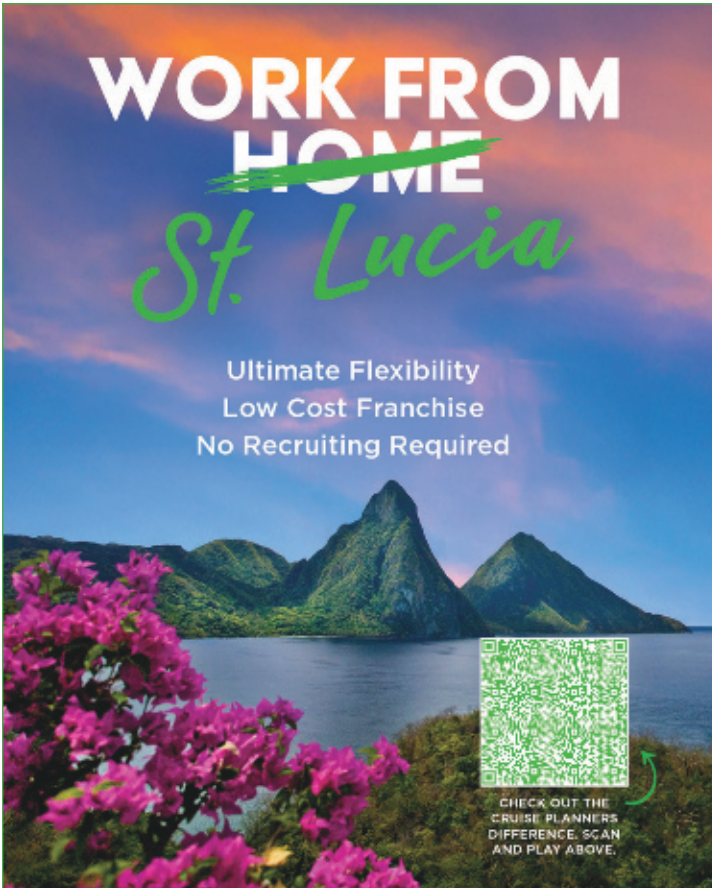
Elena Arini | Franchise Owner



Read about Elena's success and why she chose Budget Blinds

BUDGET
BLINDS


Learn more at
franchise.budgetblinds.com



WORK FROM HOME

St. Lucia

Ultimate Flexibility
Low Cost Franchise
No Recruiting Required



CHECK OUT THE CRUISE PLANNERS DIFFERENCE. SCAN AND PLAY ABOVE.



99% OVERALL FRANCHISE SATISFACTION REPORT SCORE



CRUISE PLANNERS®

YOUR CRUISE & VACATION EXPERTS

CruisePlannersFranchise.com

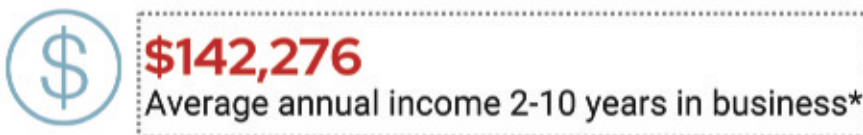
888-582-2150

TOP 200 BY THE NUMBERS



67%
Identified as male

33%
Identified as female



44-55

Median age
of respondents



7 Median
number
of years
in business

*Based on franchise owners that have been operating their business for at least two years.

2025 TOP 200 FRANCHISES

Today's leading brands based on FBR's owner satisfaction data.

This year's list of Top 200 Franchises celebrates franchise opportunities with the highest franchisee satisfaction ratings. In fact, these brands rank 30 percent higher than the industry standard in owner satisfaction! To determine this year's award winners, we reviewed anonymous survey responses from nearly 34,000 franchise owners across 350 leading franchise brands. Participants answered 33 questions about their franchise's business model, leadership, culture, support, training, satisfaction, and other key indicators of system health and franchisee satisfaction. We invite you to explore and compare the award-winning brands on this year's list of Top 200 Franchises.

ADVERTISING & SALES

Discovery Map International
Our Town America
TAPinto.net
The N2 Company

AUTOMOTIVE

Auto Appraisal Network
* Christian Brothers Automotive
RNR Tire Express
* Snap-on Tools
Ziebart

BUSINESS SERVICES

* ActionCOACH
Allegra Marketing Print Mail
* Alphagraphics
AtWork Group
Crestcom International
Express Employment Professionals
* FASTSIGNS
* Sandler
* Spherion Staffing & Recruiting
* The Entrepreneur's Source
Unishippers
We Sell Restaurants
YESCO

CHILD ENRICHMENT

* Amazing Athletes
i9 Sports
Kid to Kid
* Soccer Shots

CHILD ENRICHMENT (CONT.)

* Spoiled Rotten Photography
* TSS Photography
Tutu School
Young Rembrandts

CLEANING & MAINTENANCE

* 360clean
Anago Cleaning Systems (master franchisors)
Heaven's Best Carpet Cleaning
* Image One
JAN-PRO Systems International (master franchisors)
MaidThis
Molly Maid
* PuroClean
Stratus Building Solutions
* Two Maids

EDUCATION

Children's Lighthouse
Creative World School
Gideon Math & Reading
Huntington Learning Center
Ivy Kids Early Learning Center
LearningRx
* Lightbridge Academy
* Mathnasium Learning Centers
* Safari Kid
School of Rock
The Goddard School
* The Learning Experience

FINANCIAL & TAX

* Payroll Vault

FITNESS

30 Minute Hit
Fit4Mom
Planet Fitness

FOOD

Acai Express
Aroma Joe's
Ben & Jerry's
Bubbakoo's Burritos
Chicken Salad Chick
Church's|Texas Chicken
Cousins Maine Lobster
Culver's
Dave's Hot Chicken
Donatos Pizza
* East Coast Wings + Grill
Eggs Up Grill
Ellianos Coffee Company
Hissho Sushi
Jason's Deli
Juice It Up
* Kona Ice
LaRosa's Pizzeria
* Penn Station
* Pizza Factory
Pizza Ranch
Playa Bowls
Teriyaki Madness
* The Häagen-Dazs Shoppe Company

FOOD (CONT.)

- * Travelin' Tom's Coffee Truck
- Tropical Smoothie Cafe
- Wayback Burgers
- Westside Pizza
- Wetzel's Pretzels
- Wingstop

HEALTH & PERSONAL SERVICES

- 4Ever Young
- * Any Lab Test Now
- Foxy Box Wax Bar
- FYZICAL Therapy & Balance Centers
- Hammer & Nails
- Hello Sugar
- Lice Clinics of America
- MassageLuXe
- Palm Beach Tan
- Prime IV Hydration & Wellness
- * Sport Clips

HOME SERVICES

- 1-Tom-Plumber
- * Archadeck
- Art of Drawers
- Bath Tune-Up
- * Bee Organized
- Bloomin' Blinds
- * DreamMaker Bath & Kitchen
- Five Star Bath Solutions
- Go Mini's
- Ideal Siding
- * Kitchen Solvers
- * Kitchen Tune-Up
- Miracle Method Surface Refinishing
- Mr. Appliance
- Mr. Electric
- Mr. Handyman
- PatchMaster
- Precision Garage Door Service
- Premier Pool Service
- Premier Pools & Spas
- ShelfGenie
- Surface Experts
- Surface Specialists Systems
- WOW 1 DAY PAINTING

PET SERVICES

- Central Bark
- Dog Training Elite
- Dogtopia
- Hounds Town USA
- Scenthound
- * Tip Top K9

REAL ESTATE

- Better Homes and Gardens Real Estate
- Engel & Völkers
- Joe Homebuyer
- JPAR – Real Estate
- Keller Williams
- * MY SALON Suite
- * New Again Houses
- NextHome
- PropertyGuys.com
- Real Property Management
- Realty ONE Group
- Sotheby's International Realty
- The Corcoran Group
- United Country Real Estate
- Weichert Real Estate

RETAIL

- Good Feet Worldwide
- Just Between Friends
- * Pinch A Penny
- Rhea Lana's
- Uptown Cheapskate
- * Wild Birds Unlimited

SENIOR CARE

- * A Place At Home
- Amada Senior Care
- Assisting Hands
- * CarePatrol
- * Caring Senior Service
- Griswold Home Care
- * HomeWell Care Services
- Oasis Senior Advisors
- Right at Home
- * Senior Care Authority
- Senior Helpers
- SYNERGY HomeCare
- * Visiting Angels

SERVICES

- Card My Yard
- Clothes Bin
- Complete Weddings and Events
- * Conserva Irrigation
- Critter Control
- EverLine Coatings and Services
- * Fibrenew
- Fish Window Cleaning Services
- * FRSTeam
- Glass Doctor
- Jet-Black
- LIME Painting
- New Creations

SERVICES (CONT.)

- * Outdoor Lighting Perspectives
- PIRTEK USA
- * Superior Fence & Rail
- The Brothers that just do Gutters
- * The Glass Guru
- The Grounds Guys
- Truly Nolen of America
- * TWO MEN AND A TRUCK
- United Water Restoration Group
- Weed Man
- Window Genie

SPORTS & RECREATION

- Aqua-Tots
- British Swim School
- Escapology
- Freedom Boat Club
- Goldfish Swim School
- Kampgrounds of America
- Painting with a Twist
- Soccer Stars
- * Yogi Bear's Jellystone Park™ Camp Resorts

TECHNOLOGY

- * NerdsToGo
- TeamLogic IT
- Wireless Zone

TRAVEL

- * Cruise Planners
- * Dream Vacations-CruiseOne
- * Expedia Cruises

- * Full Satisfaction Report Available at FranchiseBusinessReview.com



Top 200 List

To check out the complete list and details for our Top 200 winners scan the QR code.

FEATURED FRANCHISEE



TED PEASE

Right at Home
Chester County, Pennsylvania
Franchise owner since 2023
90 Employees

Ted Pease is a dedicated entrepreneur and proud owner of two Right at Home franchise locations. He spent 10 years as an Active-Duty Surface Warfare Officer and continues to serve in the Reserves today. His professional journey included time in corporate America before he decided to pursue an entrepreneurial career in franchise ownership. Ted's passion for serving others led him to explore franchise opportunities that aligned with his values.

Which of your prior skills and experiences do you leverage as a Right at Home franchise owner?

My learning agility, tenacity, emotional intelligence, project management, and leadership skills have served me well in owning a Right at Home franchise.

How does the franchisor support and encourage your success?

Right at Home provides tons of material to make our lives easier. They have full-time business coaches to help you work through any of your key business concerns or issues. They also provide facilitated performance groups with other owners to really grow your business.

What are you most proud of and why?

I am most proud of my team and the extent to which we've been able to grow the care we provide for others in the area. I've also loved helping Veterans and their families unlock their VA benefits and seeing how much relief that provides our prior service members.



For more information on the Right at Home franchise opportunity:

- Call: (866) 350-9770
- Visit: rightathomefranchise.com
- Email: franchising@rightathome.net

SERVICES



Snap-on Tools

Min. Cash Required: \$45,088
Investment Range: \$217,505 – \$481,554

Snap-on Tools is a U.S.-based global company headquartered in Kenosha, Wisconsin and has been named Entrepreneur's top tool franchise for over 10 years and is a member of the elite Franchise Business Review Hall of Fame. Snap-on Tools, as the leading innovator, manufacturer and marketer of high-end tools and equipment for professionals, powered through the health and economic challenges of the pandemic and continued to serve its loyal customers, as it has throughout its 100+ years of existence. Snap-on Tools is a proud member of Vetfran and was named the #1 Franchise for Veterans by Entrepreneur Magazine in 2022, 2023, and 2024.

For more information on the Snap-on Tools franchise opportunity, call (877) 476-2766 or visit snaponfranchise.com.

SENIOR CARE



Right at Home

Min. Cash Required: \$150,000
Investment Range: \$88,700 – \$160,725

Right at Home began franchising in 2000 to provide home care assistance to seniors across the United States. By the end of 2023, offices had delivered over 315 million hours of care, with average annual net billing per office exceeding \$1.55 million and a profit margin of 42.61%. Today, Right at Home has over 700 locations in five countries, supported by more than 100 staff members at its Omaha headquarters. If you're passionate about making a meaningful impact and want a rewarding business opportunity, franchising with Right at Home could be your perfect fit.

For more information on Right at Home franchise opportunities, call (866) 350-9770 email franchising@rightathome.net, or visit rightathomefranchise.com.

Become a

Real Estate Entrepreneur

with a Professional House Flipping Franchise

new again® houses franchise

newagainhouses.com/franchise

423-389-4110

BEST OF THE BEST: TOP FRANCHISES FOR VETERANS

Today's leading brands based on FBR's owner satisfaction data.

*Full Satisfaction Report Available at FranchiseBusinessReview.com



With countless franchises competing for the attention of military veterans, it can be challenging to identify the best opportunities. To determine which franchises are truly the best for veterans, we analyzed 18 months of survey data from more than 2,500 veteran franchise owners representing over 385 franchise brands. The award winners on this year's Top Franchises for Veterans list are all excellent choices—according to the veterans who own them.

ADVERTISING & SALES

Our Town America
The N2 Company

AUTOMOTIVE

Auto Appraisal Network
* Christian Brothers Automotive
* Snap-on Tools

BUSINESS SERVICES

* Alphagraphics
Express Employment Professionals
* FASTSIGNS
* Sandler
* Spherion Staffing & Recruiting
* The Entrepreneur's Source
Unishippers

CHILD ENRICHMENT

i9 Sports
* Soccer Shots
* TSS Photography

CLEANING & MAINTENANCE

* 360clean
Heaven's Best Carpet Cleaning
JAN-PRO Systems International (master franchisors)
Molly Maid
* PuroClean
Stratus Building Solutions
* Two Maids

EDUCATION

* Mathnasium Learning Centers
School of Rock
The Goddard School
* The Learning Experience

FITNESS

30 Minute Hit

FOOD & BEVERAGE

Aroma Joe's
Chicken Salad Chick
Culver's
* Kona Ice
Playa Bowls
Tropical Smoothie Cafe
Wayback Burgers
Wingstop

HEALTH & PERSONAL SERVICES

FYZICAL Therapy & Balance Centers
Hello Sugar
MassageLuXe
Prime IV Hydration & Wellness
* Sport Clips

HOME SERVICES

* Archadeck
Five Star Bath Solutions
Mr. Appliance
Mr. Electric
Mr. Handyman
Precision Garage Door Service
Premier Pools & Spas
Surface Experts

PET SERVICES

Dog Training Elite
Dogtopia

REAL ESTATE

Joe Homebuyer
Keller Williams
* MY SALON Suite
* New Again Houses
NextHome
Real Property Management
United Country Real Estate
Weichert Real Estate

RETAIL

* Pinch A Penny
Uptown Cheapskate
* Wild Birds Unlimited

SENIOR SERVICES

* CarePatrol
Griswold Home Care
* HomeWell Care Services
Right at Home
SYNERGY HomeCare
* Visiting Angels

SERVICES

Card My Yard
Clothes Bin
Critter Control
EverLine Coatings and Services
Fish Window Cleaning Services
Glass Doctor
* Outdoor Lighting Perspectives
PIRTEK USA
* Superior Fence & Rail
* The Glass Guru
* TWO MEN AND A TRUCK
Weed Man
Window Genie

SPORTS & RECREATION

British Swim School
Escapology
Freedom Boat Club
Kampgrounds of America

TECHNOLOGY

TeamLogic IT

TRAVEL

* Cruise Planners
* Dream Vacations-CruiseOne
* Expedia Cruises

EMPOWERING DUE DILIGENCE WITH DATA AND INSIGHTS

Conduct your franchise research at FranchiseBusinessReview.com

Conducting your due diligence by researching top franchise opportunities on FBR's website, franchisebusinessreview.com can help potential investors bypass less-than-desirable franchise opportunities and explore only the best of the best. Leveraging our thorough research data and insights provides comprehensive and reliable information through which you can compare franchise opportunities based on performance, franchisee satisfaction, investment level, and overall franchise system health.

"Our Awards Lists make it convenient for potential owners to compare multiple franchise opportunities by industry, investment level, satisfaction rating, and more. Plus, many award-winning brands share their data in detailed Franchisee Satisfaction Reports that candidates can download on the FBR website," said Eric Stites, CEO and Managing Director of Franchise Business Review.

By leveraging the insights offered at franchisebusinessreview.com, potential buyers can increase their chances of selecting a franchise that aligns with their values and goals, providing a solid foundation for long-term success.

COMPARING FRANCHISE OPPORTUNITIES AT FRANCHISEBUSINESSREVIEW.COM

Here's how some of today's top franchise owners utilized the tools and resources available at franchisebusinessreview.com to conduct their due diligence and make a decision that has brought them great success!

"During our research, we used FBR's website to compare franchise opportunities, download the Buying a Franchise e-book, and read all of the articles on the franchise experience. I also read all the content I received as an FBR email subscriber! I'm so glad I subscribed to FBR emails, as the one introducing the Senior Care Authority franchise opportunity changed my and my husband's lives!"

— Mary Molnar, Senior Care Authority Franchise Owner



Joseph and Raquel Elder and family, Budget Blinds franchise owners in Mansfield, Texas.

"I conducted a lot of research on FBR's site comparing franchise opportunities. I looked into different franchise rankings and compared business models. I also downloaded the Budget Blinds Franchisee Satisfaction Report, which was very informative."

— Elena Arini, Budget Blinds Franchise Owner

"I explored FBR's entire website and compared franchise opportunities. I also reached out to Cruise Planners Franchise owners featured online. I wanted genuine insights and firsthand experiences from real franchise owners. Hearing their perspectives was invaluable in shaping my decision."

— Nick Pena, Cruise Planners Franchise Owner

"I explored FBR's website to get an initial understanding of franchise opportunities and to compare key metrics. I relied heavily on online research, diving into franchise reviews and franchisee testimonials and learning from the experiences of others."

— Neelima Gaikwad, A Place At Home Franchise Owner

"When we began exploring franchise opportunities, we used FBR's website to research the top franchises and compare different franchise opportunities. Once we narrowed our scope, we visited different physical Central Bark locations to explore and analyze the customer experience."

— Jennifer Skomski, Central Bark Franchise Owner

"I referred to FBR's website throughout my research. I reviewed the Franchisee Satisfaction reports and Awards Lists as part of my decision-making process. Reviewing the satisfaction survey results over several years clearly showed that the Wild Birds Unlimited Franchise model accommodated my criteria."

— Kyle Odom, Wild Birds Unlimited Franchise Owner ■



Scan the QR Code
to Subscribe to FBR Emails



Tony Avila

Spherion Staffing & Recruiting

San Jose (Milpitas), California

Franchise owner since 2023 | 4 Employees

From his small-town roots in California to his current role as a Spherion Staffing and Recruiting franchise owner, Tony Avila's journey is all about passion, perseverance, and people. With 20 years in the staffing industry and a love for both personal growth and family adventures, Tony brings a unique blend of experience, energy, and heart to everything he does.

In this interview, Tony shares his insights as a Spherion franchise owner, the challenges he's tackled, and the rewarding moments that fuel his quest for continued success!

I currently live in Milpitas, California, though my roots are in a tiny town near Paso Robles, one of those charming places where everyone knows each other, with a population of just 400 people! After graduating from Chico State with a major in Religious Studies, I found my calling in the staffing industry, where I've spent the last 20 years building my career. On the personal side, I'm a proud parent of two amazing little girls, ages 1 and 3, who keep me on my toes and fill my days with joy and endless adventures. My free time revolves around staying active with my daughters and pursuing personal growth. You'll often find me with my nose in a leadership or professional development book, squeezing in a workout, or planning our next family activity. Life is wonderfully busy balancing family, career, and personal interests, but I wouldn't have it any other way!

What made you decide to look into purchasing a franchise?

After giving it a lot of thought, I decided to purchase a franchise instead of starting an independent business because it made more sense given my goals of entrepreneurship. While I'm confident in my ability to build and grow a business, I recognized that starting from scratch would involve significant trial and error, especially when it comes to

establishing systems, brand recognition, and effective marketing strategies. Spherion offered a clear path with a proven business model that already had a solid foundation. The training and ongoing support provided were essential in helping me get up to speed quickly and avoid many of the early mistakes that can be costly for independent businesses. Instead of reinventing the wheel, I could focus on executing a strategy that had already been refined and tested. Having access to a network of other franchisees and support from the franchisor has also been invaluable.

“

This isn't about numbers or metrics; it's about lives. Every success story, every positive review, is proof that we're making a difference.

When researching franchises, what criteria mattered to you most?

I actually went back and forth on this decision quite a bit. I ultimately went with a franchise because, honestly, the thought of figuring out every single detail of a new business by myself was pretty overwhelming. Don't get me wrong, I've got the entrepreneurial spirit and drive, but I'm also practical. It just made sense to use a system that's already proven to work rather than starting from scratch. The franchise route gave me this ready to go playbook, everything from tested processes to solid training programs. Plus, having a support system of people who've been there and done that has been absolutely golden.

For more information on the Spherion Staffing & Recruiting franchise opportunity:

- Call: (951) 587-6864
- Visit: spherion.com/franchise
- Email: danbrunell@spherion.com

My Spherion network has helped me avoid so many potential mistakes in areas like operations and marketing that I probably wouldn't have even seen coming on my own.

What are you most proud of and why?

It's the difference we make every day. As a Hispanic minority who grew up in a small town of just over 400 people, owning and running my own business is something I never take for granted. My parents worked hard in the fields to give me and my siblings the chance to get an education. Now, giving back and making a real impact in people's lives is incredibly fulfilling. It's moments like watching someone walk in feeling hopeless and leave with a job that changes their life that remind me why I do this work. It's about more than just placements; it's about making lasting changes in people's futures. This isn't about numbers or metrics; it's about lives. Every success story, every positive review, is proof that we're making a difference.

What advice would you give to potential franchise owners?

If you're thinking about buying a franchise, take your time and do your homework. Don't just rely on the materials the franchise company provides. Talk to current franchise owners who are living it every day. They'll give you a real sense of what it's like, both the good and the bad. You'll get a much clearer picture of the day-to-day challenges and rewards. Think about what's most important to you, whether it's growth potential, support, or the business model, and stay focused on those priorities. When it comes to the financial side, don't rush. Take the time to fully understand the costs, both upfront and over the long term. Read the franchise agreement carefully, and don't hesitate to ask questions if anything is unclear.





“ The training I received from Kitchen Tune-Up played a fundamental role in our growth! **”**

Jessica Winters | Franchise Owner



Read about Jessica's success and why she chose Kitchen Tune-Up





kitchen tune-up Learn more at franchise.kitchentuneup.com

SPORTS & RECREATION

**Goldfish Swim School**

Min. Cash Required: \$1,000,000

Investment Range: \$1,673,263 – \$3,723,930

Entrepreneur's top-rated swim school for 9 years running, Goldfish Swim School is the industry leader, providing over 11 million lessons annually. Using our proprietary, Science of SwimPlay® methodology, our curriculum teaches the lifesaving skill of swimming and so much more. Strong, predictable cash flows combined with our Golden Customer Service, makes this an ideal franchise opportunity. We're expanding throughout the state of California, so, if you're a proven operator in the state, meet with us now to have the best choice of available territories. Are you ready to make waves?

For more information on Goldfish Swim School franchise opportunities, call (248) 896-1237, email patty@goldfishfranchise.com or visit goldfishswimschool.com/franchise-opportunities.



FRANCHISE WITH THE LEADER IN RETAIL LAB TESTING

NAMED A TOP 100 RECESSION-PROOF FRANCHISE AND TOP FRANCHISE BY FRANCHISE BUSINESS REVIEW

Any Lab Test Now™ provides a convenient way for consumers and businesses to manage their healthcare choices. Our retail franchise business model provides franchisees with built-in advantages.

Learn more: anylabtestnow.com/franchise







ADVERTISING & SALES

**Discovery Map International**

Min. Cash Required: \$50,000

Investment Range: \$31,550 – \$38,800

Unlock your entrepreneurial spirit with the Discovery Map® franchise opportunity! Join a proven leader in the map and travel industry, offering vibrant, hand-drawn maps that guide visitors and locals to unique experiences and great local businesses. As a franchisee, you'll enjoy low start-up costs, a flexible home-based model, and the chance to make a positive impact on your community. With over 120+ locations nationwide, our time-tested business model, ongoing support, and a recognized brand make Discovery Map® the ideal choice for those seeking a rewarding venture in travel, tourism, and local business promotion. Our relationship with you is simple. You build local business relationships, sell ads and distribute your products, while DMI provides you with the brand, know-how and support to facilitate your success. The journey starts here!

For more information on Discovery Map International franchise opportunities, call (802) 316-4060 x14, email Rob@discoverymap.com or visit discoverymapfranchise.com.

STREAMLINE YOUR JOURNEY TO FRANCHISE OWNERSHIP

DISCOVER

if franchising is the right path for you



LEARN

the six essential steps to franchise ownership



EXPLORE

only brands with the highest franchisee satisfaction rating



RESEARCH

and compare top franchise opportunities



PLAN

a strategy to meet your personal and professional goals



BUY

the perfect franchise for you and your lifestyle



FBR Franchise Academy

Check out our new online learning center and explore the pathway to franchising. The FBR Academy is packed with resources, downloadable tools and insights on the six essential steps to franchise ownership.

Learn about

- The pros and cons of franchising
- How to choose the right franchise for you
- Take a franchise personality test
- Common fees and costs
- Questions to ask the franchisor and franchisees

It's FREE! Start now and go at your own pace.

Visit www.franchisebusinessreview.com or scan the code below to get started.





Turn Your Passion Into Your Business










Visit: Franchise.WBU.com

Join the leading wildlife and retail franchise – Top-ranked for Franchinsee Satisfaction for more than a decade.



Cruise Planners

Min. Cash Required: \$10,995

Investment Range: \$2,295 – \$23,465

Cruise Planners is a nationwide, low-cost, full-service travel advisor franchise that delivers high returns and requires no prior experience. Our home-based business model eliminates the need for a storefront, offering franchise owners unmatched flexibility to work full-time or part-time from anywhere, even while traveling. Cruise Planners sets its franchise owners up for success with award-winning marketing tools that drive customer engagement, hands-on training led by industry leaders, and ongoing personalized business development coaching to ensure continued growth. It's the ideal choice for aspiring entrepreneurs seeking a rewarding business opportunity in the exciting world of travel, powered by best-in-industry technology.

For more information on Cruise Planners franchise opportunities, call (888) 582-2150, email franchising@cruiseplanners.com or visit cruiseplannersfranchise.com.



BUILD A BUSINESS WITH PURPOSE

Caring Senior Service is recognized as one of the best home care franchises to own, setting the standard for quality home care services through its proven GreatCare® Methodology.

-  Cutting-Edge Care Technologies
-  Affordable Investment
-  FBR Top 200 Franchise
-  Proven GreatCare® Methodology




Learn more about our home care franchise opportunities.

Del Salinas | 210-757-4636
dsalinas@caringinc.com







Benetrends Financial

Just as businesses come in all shapes and sizes, so do the options for funding them. Benetrends Financial provides a comprehensive suite of funding options, allowing them to create the right funding for each individual's unique needs. With a wide breadth and variety of programs, Benetrends helps eliminate obstacles and ease fears, clearing the way to achieving your dream of business ownership. For over 40 years, Benetrends has helped more than 30,000 entrepreneurs successfully launch their businesses. Contact Benetrends Financial to learn more about their proven and innovative funding strategies. Benetrends is an IFA Preferred Vendor.

- An IFA Preferred Vendor
- 401(k)/IRA Rollover Funding
- SBA Loans
- Tax-Advantaged Initial Capitalization Strategies
- Securities-Backed Loans

For more information on Benetrends Financial, call 866.423.6387 or visit Benetrends.com.



CONGRATULATIONS TO THE NEWEST HALL OF FAME INDUCTEES

The FBR Hall of Fame Award celebrates franchises demonstrating a long-term commitment to franchisee satisfaction. Hall of Fame status is reserved for franchise brands that have received FBR Top 200 Awards at least ten times.



Congratulations to the 10-Year Hall of Fame Award Winners!



Weichert

Congratulations to the 20-Year Hall of Fame Award Winners!



See all Hall of Fame franchises.

Watch and Learn! On-Demand Webinars



Take a deep dive into top-rated franchise opportunities with these on-demand webinars.

▶ Cruise Planners

If you ask Adam Martindale why he loves owning and operating his Cruise Planners travel agency, he'll gladly provide a lengthy list of reasons. One of his favorite benefits is that he can travel the world while growing his thriving business. In this on-demand webinar, FBR's President and COO, Michelle Rowan, chats with franchisee Adam and Cruise Planners' Assistant Vice President of Marketing, Stacie Faulds, about what it takes to be a Cruise Planners franchise owner and how the travel franchise became the nation's largest home-based franchise in the travel space.



▶ Spoiled Rotten Photography

In this on-demand webinar, we chat with Melissa Tash, the founder of the Spoiled Rotten Photography franchise, and two successful franchisee families, Lynn and Bernardo Driver and Joey and Sandi Fotheringham. See for yourself how much they love owning and operating their businesses. Watch the webinar to learn more about what it takes to become a Spoiled Rotten Photography franchise owner. Spoiler alert! You don't need photography experience to succeed in this business!



▶ Travelin' Tom's Coffee Truck

Watch the on-demand webinar to discover how you can become part of the booming craft coffee trend with the Travelin' Tom's Coffee Truck Franchise—a brand that's transforming communities one cup at a time! We chat with CEO and founder of both Kona Ice and Travelin' Tom's Coffee, Tony Lamb, and multi-unit franchise owners Tim Valiant and Russ O'Rear about what it takes to leverage this innovative, turn-key franchise opportunity to percolate your way to a premium career while serving a wide variety of specialty drinks and sought-after coffee to your community.



Scan the QR Code to watch all franchise opportunity webinars at FranchiseBusinessReview.com.



Nick Pena

Cruise Planners

Orlando, Florida

Franchise Owner Since 2014 | 1 Employee

Nick Pena's journey is one of resilience, determination, and a desire to break free from the corporate grind. After a successful 16-year career in pharmaceutical sales, Nick made a bold move to achieve the independence and work-life balance he craved. Now based in Orlando, Nick shares how his passion for travel, a pivotal life experience, and the supportive culture of Cruise Planners have helped him build a thriving business on his own terms. Read on to discover his inspiring story, insights on franchising, and advice for those looking to take control of their future. In his own words, Nick shares his journey to Cruise Planners franchise ownership.

I am Cuban-American. I lived in Miami my whole life but moved to Orlando four years ago. Before entering the travel industry, I worked in Pharmaceutical Sales for 16 years. In my spare time, I enjoy cruising, traveling, and reading.

What made you decide to look into purchasing a franchise?

I needed to break free from corporate life. I still vividly remember my last year working for a big company. It was one of the most challenging times of my life—my mom and grandpa were in two different hospitals at the same time. Yet, my boss refused to let me visit them during working hours—which I thought was heartless.

Determined, I would sneak away during lunch breaks to see my grandpa, parking my car out of sight at the hospital to avoid being spotted by my manager. That was the turning point. I realized I needed a change. I didn't want to work for a heartless corporation. Independence and freedom became my priorities.

Becoming a franchise owner gave me exactly that. I left the corporate grind and felt liberated and empowered for the first time. I could visit the hospital every day, spending precious time with my loved ones. My grandpa passed away a week later, but his memory and that experience became my fuel to push forward and build a life on my terms.

My "why" is simple: I vowed never to be in that powerless position again. Today, I control my time, my income potential, and my destiny. I put my heart into my own business every day.

“

I know I wouldn't be where I am today without the exceptional training, support, and technology provided by Cruise Planners.

How does Cruise Planners support and encourage your success?

Franchisor support is incredibly important. While I've worked hard and taken a strategic approach to building my business, I know I wouldn't be where I am today without the exceptional training, support, and technology provided by Cruise Planners.

Coming from a polished Fortune 50 company for most of my professional career. I needed an environment where I could thrive—a place that offered structure and world-class training. Cruise Planners was the perfect fit, combining that professionalism with a family-like culture.

To learn more about the Cruise Planners franchise opportunity:

- Call: (888) 582-2150
- Email: franchising@cruiseplanners.com
- Visit: cruiseplannersfranchise.com

What are you most proud of and why?

One of my proudest accomplishments has been earning a place in the coveted "Millionaires Club," which recognizes the top-performing franchises in the Cruise Planners network. I still remember attending my first franchisee convention and watching these incredible individuals being honored at the front of the room. I knew right then and there that I wanted to join them.

I shared this goal with my franchise coach (provided by Cruise Planners) and set a clear plan in motion. Two conventions later, I was inducted into this prestigious group—and I've never left it, qualifying every single year since.

Many people thought I was crazy to walk away from a six-figure salary, a full suite of benefits, and even a company car. But today, I'm just as successful and earning just as much—if not more. The difference is that I'm fulfilled, living my best life, and doing it on my terms.

Being an entrepreneur and empowering others to pursue this path has been one of the greatest honors of my life, and it's something I'm incredibly proud of.

What advice would you give to potential Cruise Planners franchise buyers?

Follow your gut—that's the first piece of advice I'd give. When I discovered Cruise Planners, I instantly knew it would be my new home. That feeling of certainty guided me.

Next, you need a plan, a goal, and the drive to see it through. Follow the systems the franchisor has put in place—they know exactly what's needed to help you succeed.

Finally, you have to believe in yourself. I never doubted that I would be successful. I knew it, I believed it, and it became my reality. We're all destined for greatness—we just need to discover where ours lies.



BEST OF THE BEST: MOST INNOVATIVE FRANCHISES

Today's leading brands based on FBR's owner satisfaction data.

*Full Satisfaction Report Available at FranchiseBusinessReview.com

To identify this year's Most Innovative Franchises, we analyzed 18 months of data from 35,000 franchisees representing more than 365 brands. Franchise owners were asked about their brand's innovation, technology, trust in the franchisor, overall satisfaction, and the likelihood they'd recommend the opportunity to others. We invite you to explore this year's award-winning innovative franchises.



ADVERTISING & SALES

Our Town America
TAPinto.net

AUTOMOTIVE

Auto Appraisal Network
* Christian Brothers Automotive

BUSINESS SERVICES

* FASTSIGNS
* Sandler
* Spherion Staffing & Recruiting
* The Entrepreneur's Source
We Sell Restaurants

CHILD ENRICHMENT

* Amazing Athletes
* Spoiled Rotten Photography
* TSS Photography
Tutu School

CLEANING & MAINTENANCE

* 360clean
Anago Cleaning Systems (master franchisors)
* Image One

EDUCATION

Creative World School
* Safari Kid
School of Rock
* The Learning Experience

FOOD & BEVERAGE

Dave's Hot Chicken
* East Coast Wings + Grill
* Kona Ice
Wingstop

HEALTH & PERSONAL SERVICES

Prime IV Hydration & Wellness

HOME SERVICES

* DreamMaker Bath & Kitchen
Premier Pools & Spas
Surface Specialists Systems

PET SERVICES

Dogtopia

REAL ESTATE

* JPAR – Real Estate
Keller Williams
* New Again Houses
NextHome
Weichert Real Estate

RETAIL

Rhea Lana's

SENIOR CARE

* A Place At Home
* Caring Senior Service
* Senior Care Authority
* Visiting Angels

SERVICES

* Conserva Irrigation
New Creations
* Outdoor Lighting Perspectives
* TWO MEN AND A TRUCK
Weed Man

TECHNOLOGY

Wireless Zone

TRAVEL

* Cruise Planners
* Dream Vacations-CruiseOne

SENIOR CARE



Senior Living and Care Solutions

Senior Care Authority

Min. Cash Required: \$65,000

Investment Range: \$60,445 – \$105,595

Senior Care Authority® is a full-service Placement and Eldercare Consulting franchise. The opportunity is a low-cost, low-risk, work from home concept with 97% franchisee satisfaction for eight years in a row.* (*Top 200 Award-Franchise Business Review). With 100+ locations in 33 states, the network consists of professionally trained and experienced local advisors who assist families with the overwhelming challenges associated with selecting the best options in assisted living, memory care, nursing care, and navigating through a complex healthcare system. Senior Care Authority is a unique opportunity due to many exclusive streams of revenue. This is a service based, feel good, simple business model. We have many prime markets available.

For more information on Senior Care Authority franchise opportunities, call (888) 809-1231 ext. 2, email franchisesales@seniorcareauthority.com or visit seniorcareauthority.com/fbr.

SERVICES



Surface Specialists

Min. Cash Required: \$25,000

Investment Range: \$43,000 – \$56,000

Surface Specialists franchises offer more diverse service options than any other franchise in the bathroom and kitchen repair and refinishing industry. Capitalizing on 40 years of experience; our reputation as The Repair & Refinishing Experts is not just a slogan or tagline, it is a proven fact. Franchises specialize in bathroom and kitchen surface repairs and refinishing, acrylic tub and shower liner installations, tub to shower conversions, vinyl window repairs, whirlpool plumbing/mechanical repairs and so much more. Benefits include a low franchise fee, home based business, proven products and techniques, large territories, comprehensive training program and experienced on-going technical support.

For more information on the Surface Specialists franchise opportunity, visit surfacespecialistsfranchise.com, email info@surfacespecialists.com, or call (866) 239-8707.

FEATURED FRANCHISEE



MARY MOLNAR

Senior Care Authority

Greater Cleveland, Ohio

Franchise Owner Since 2018

8 Employees

What made you decide to look into purchasing a franchise?

I saw the need both personally, as a daughter/daughter-in-law, and professionally, as an occupational therapist, for a more personalized approach to helping people navigate their aging journey. I had no idea a service like Senior Care Authority existed when I needed it and was captured by an aggressive on-line referral business. It made a tough situation worse, and I thought, "There's got to be a better way." Senior Care Authority is the better way. I was fortunate to receive an FBR email highlighting the SCA franchise opportunity at the exact time when my husband was experiencing a career change and looking for the next opportunity. For us, it's been a perfect match, and I'm so proud and grateful to be part of the Senior Care Authority franchise.

How does Senior Care Authority support and encourage your success?

Culture is the foundation of our brand and success. Their creative and collaborative approach attracted me initially, and this has remained true for the six-plus years we've been in business. Our training, marketing, and technology are always evolving, and I appreciate the forward-thinking corporate team that supports and collaborates with the franchisees.



Senior Living and Care Solutions

For more information on the Senior Care Authority franchise opportunity:

- Call: (888) 809-1231 ext. 2
- Visit: seniorcareauthority.com/fbr
- Email: franchisesales@seniorcareauthority.com

JOIN US AND TAKE CONTROL OF YOUR FUTURE

Make Organizing Your Business

Professional Organizing - the nation's fastest growing industry!


beeorganized.com/franchise-opportunities

Scan the QR code & let's get things BUZZIN!



Have your dessert and own it too.



Contact us: 973.417.9936

www.icecream.com/us/en/brands/haagen-dazs/shops

© HDB, Inc.

BEST OF THE BEST: FOOD & BEVERAGE FRANCHISES

Today's leading brands based on FBR's owner satisfaction data.

*Full Satisfaction Report Available at FranchiseBusinessReview.com

To select the companies on this year's list of Top Food and Beverage Franchises, Franchise Business Review analyzed 18 months of data from over 10,000 franchise owners across 38,000 establishments in the food and beverage franchise sector. These award-winners rank 35 percent higher in franchisee satisfaction than other food franchise brands.



Aroma Joe's
Ben & Jerry's
Chicken Salad Chick
Church's|Texas Chicken
Cousins Maine Lobster
Culver's
Dave's Hot Chicken
Donatos Pizza
* East Coast Wings + Grill

Eggs Up Grill
Ellianos Coffee Company
Hissho Sushi
Jason's Deli
* Kona Ice
LaRosa's Pizzeria
* Penn Station
* Pizza Factory
Teriyaki Madness

* The Häagen-Dazs Shoppe Company
* Travelin' Tom's Coffee Truck
Tropical Smoothie Cafe
Wayback Burgers
Westside Pizza
Wetzel's Pretzels
Wingstop

SENIOR CARE



HomeWell Care Services

Min. Cash Required: \$150,000

Investment Range: \$54,400 – \$234,900

HomeWell Care Services is a leading national home care franchise dedicated to helping seniors and homebound individuals live safely and comfortably at home. HomeWell owners benefit from a franchisor deeply committed to their success, providing unmatched support at every stage of business ownership—from launch to scaling their agencies. With franchise-focused marketing support, an award-winning learning platform, and a flexible Zero Initial-Franchise Fee option, HomeWell offers entrepreneurs an exceptional opportunity to thrive in the booming home care market while making a meaningful impact in their communities.

For more information on HomeWell Care Services franchise opportunities, call (817) 916-8904, email franchising@homewellcares.com or visit homewellfranchising.com.

SERVICES



PropertyGuys.com

Min. Cash Required: \$50,000

Investment Range: \$40,000 – \$90,000

The PropertyGuys.com franchise opportunity offers a revolutionary approach to real estate, allowing entrepreneurs to disrupt the traditional commission-based model. As a franchisee, you'll leverage a proven system, cutting-edge technology, and comprehensive training through PropertyGuys.com University (PGU). This low-overhead, mobile-based business empowers you to provide flat-fee, customer-centric services, giving homeowners more control and savings. Backed by national brand, ongoing leadership, and marketing support, franchisees gain the tools to grow listings, revenue, and local market influence. If you're driven by innovation, community impact, and financial independence, PropertyGuys.com offers a scalable path to success in the rapidly evolving real estate industry.

For more information on PropertyGuys.com franchise opportunities, call (844) 333-7017, email franchisedev@propertyguys.com or visit propertyguys.com.

AN Awesome INVESTMENT

Prime Market Availability

Community Rooted Culture

Flexible Buildout Options

BUBBAKOO'S BURRITOS®

TRAILBLAZING THE MEXICAN QSR FOOD CATEGORY

**\$1.1 MILLION
AUV NET SALES***



**FRANCHISE OPPORTUNITES
AVAILABLE NOW**



Franchise Times
TOP 500



FAST & SERIOUS
FRANCHISE TIMES RANKS THE SMARTEST-GROWING BRANDS
TOP 10

This advertisement is not an offering of a franchise. An offer of a franchise can only be made by a franchise disclosure document.



The **#1** Math-Only Education Franchise in North America

- Low cost of entry
- No math or teaching experience necessary
- Your own exclusive territory
- Part of a booming, multibillion-dollar industry
- Over 1,100 centers and growing



Visit us to learn
more or call
888-763-2604

mathnasiumfranchise.com

This information is not intended as an offer to sell, or the solicitation of an offer to buy, a franchise. It is for information purposes only. In the USA and some countries, the offer of a franchise can only be made through the delivery of a franchise disclosure document and these states regulate the offer and sale of franchises: CA, HI, IL, IN, MD, MI, MN, NY, ND, OR, RI, SD, VA, WA, and WI. We will not offer you a franchise unless and until we have complied with applicable pre-sale registration and disclosure requirements in your state or country.