

Express Personnel Services



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If you have a passion for owning your business, EXPRESS PERSONNEL SERVICES has a passion for helping you succeed. EXPRESS PERSONNEL SERVICES is a sales-focused, business-to-business franchise. An EXPRESS PERSONNEL SERVICES franchise has four profit centers in one franchise agreement. EXPRESS provides three weeks of start-up training and on-going online learning. EXPRESS helps as many people as possible find good jobs by helping as many clients as possible find good people.

BACKGROUND:	IFA MEMBER
Established: 1983;	1st Franchised: 1985
Franchised Units:	512
Company-Owned Units	0
Total Units:	512

Dist.:	US-482; CAN-20; O'seas-10
North America:	47 States
Density:	52 in TX, 31 in OK, 23 in WA
Projected New Units (12 Months):	100
Qualifications:	4, 4, 3, 4, 4, 4
Registered:	All States

FINANCIAL/TERMS:

Cash Investment:	\$115-162K
Total Investment:	\$115-162K
Minimum Net Worth:	\$100K
Fees: Franchise —	\$25K
Royalty — 8-9%;	Ad. — 0.6%
Earnings Claim Statement:	No
Term of Contract (Years):	5/5
Avg. # Of Employees:	3 FT
Passive Ownership:	Not Allowed
Encourage Conversions:	Yes
Area Develop. Agreements:	No
Sub-Franchising Contracts:	No
Expand In Territory:	Yes
Space Needs:	1,000-1,200 SF; SF, SC

SUPPORT & TRAINING PROVIDED:

Financial Assistance Provided:	No
Site Selection Assistance:	Yes
Lease Negotiation Assistance:	Yes
Co-Operative Advertising:	Yes
Franchisee Assoc./Member:	No
Size Of Corporate Staff:	190

Service-Based

On-Going Support:	A,C,D,E,G,H,I	SPECIFIC EXPANSION PLANS:	
Training: 2 Weeks Oklahoma City, OK HQ; Plus 1		US:	All United States
Week Certified Training Office in Field.		Canada:	All CAN Except PQ
		Overseas:	South Africa, Australi

Express Personnel Services delivers staffing support and HR services in over 500 offices in the United States, Canada, South Africa and Australia. Express is a sales-focused, business-to-business franchise with company sales totaling nearly \$1.6 billion in 2005. An Express franchise consists of four service lines in one agreement, including temporary/flexible staffing, evaluation/direct hire, professional/contract staffing and business solutions. With a mission to help as many people as possible find good jobs and help as many clients as possible find good people, Express employs 325,000 people annually in light industrial, office services and professional positions.

Operating Units	12/31/2003	12/31/2004	9/15/2005
Franchised	326	338	494
% Change	--	3.7%	46.2%
Company-Owned	1	0	0
% Change	--	-100.0%	0.0%
Total	327	338	494
% Change	--	3.4%	46.2%
Franchised as % of Total	99.69%	100.00%	100.00%

Investment Required

The fee for an Express Personnel Services franchise is \$25,000.

Express Personnel Services provides the following range of investments required to open your initial franchise. The range assumes that all items are paid for in cash. To the extent that you choose to finance any of these expense items, your front-end investment could be substantially reduced.

Item	Established Low Range	Established High Range
Franchise Fee	\$25,000	\$25,000
Lease/Deposits	\$2,300	\$4,000
Equipment, Fixtures, Signs	\$27,300	\$35,300
Insurance	\$1,000	\$3,500
Inventory	\$750	\$1,000
Leasehold Improvements	\$2,000	\$12,000
Training Expenses	\$6,000	\$6,000
Additional Funds	\$50,000	\$75,000
Total Investment	\$114,350	\$161,800

On-Going Expenses

The franchisee keeps 60% of the monthly gross margin, and Express Personnel Services takes care of the following on-going expenses: payroll processing, client invoicing and collections, risk-management administration and worker compensation.

What You Get—Training and Support

Prior to the office opening, new Express franchisees attend 10 days of sales, operations and business management instruction at Express Personnel's international headquarters in Oklahoma City, Okla. Five additional days are then spent in a certified regional field office to complete the training. Continual training is available through online classes and certification programs. Annually Express hosts regional Sales and Leadership Education Summits and the International Leadership Conference providing franchisees access to motivational speakers, educational forums and networking opportunities.

Express provides franchisees with:

- Proprietary front and back office software with critical reporting capabilities
- Toll-free franchisee assistance and technical support centers from 7 a.m. to 7 p.m. (CST)

Service-Based

- One dedicated field support specialist per every six franchisees
- Collateral sales materials at no charge
- Advertising and marketing campaigns at volume prices
- Comprehensive operation and management manuals
- Lifelong learning via Express University and regional training
- 100% financing of payroll for temporary associates

Territory

Express Personnel Services grants exclusive territories.