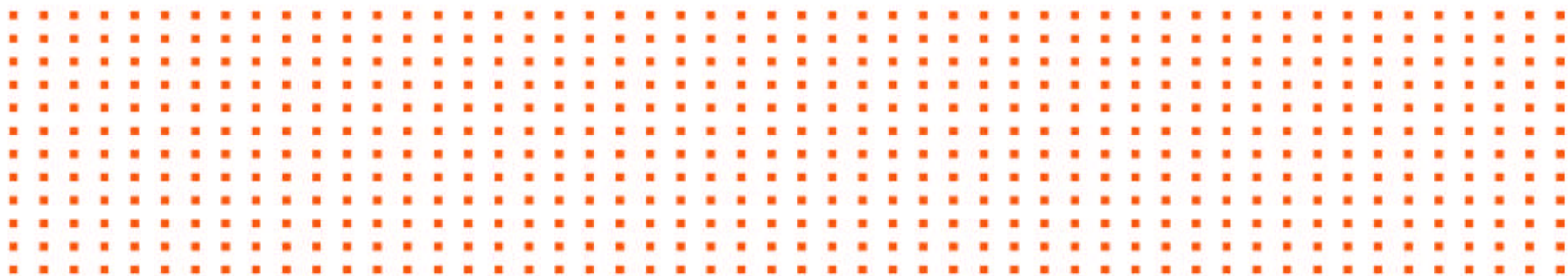




Franchise Opportunity

THE PROFESSIONAL HIRING ORGANIZATION





About Us

Exactly what does it take to put the right person in the right position? A great resume? A good interview? A gut feeling? At NEXTAFF, the Professional Hiring Organization, we've proven that it takes something more-it takes a proven formula based on science and substance.

As students, most of us couldn't imagine how scientific formulas could ever be applied to real life situations. But NEXTAFF has demonstrated that formulas makes absolute sense when it comes to identifying and hiring talent, finding the perfect position-even recognizing a great opportunity to start a new business. And NEXTAFF's success is about much more than matching the best people to the best position; it's about delivering quantifiable results that make all the difference in careers and in bottom lines. NEXTAFF. Problem solved.

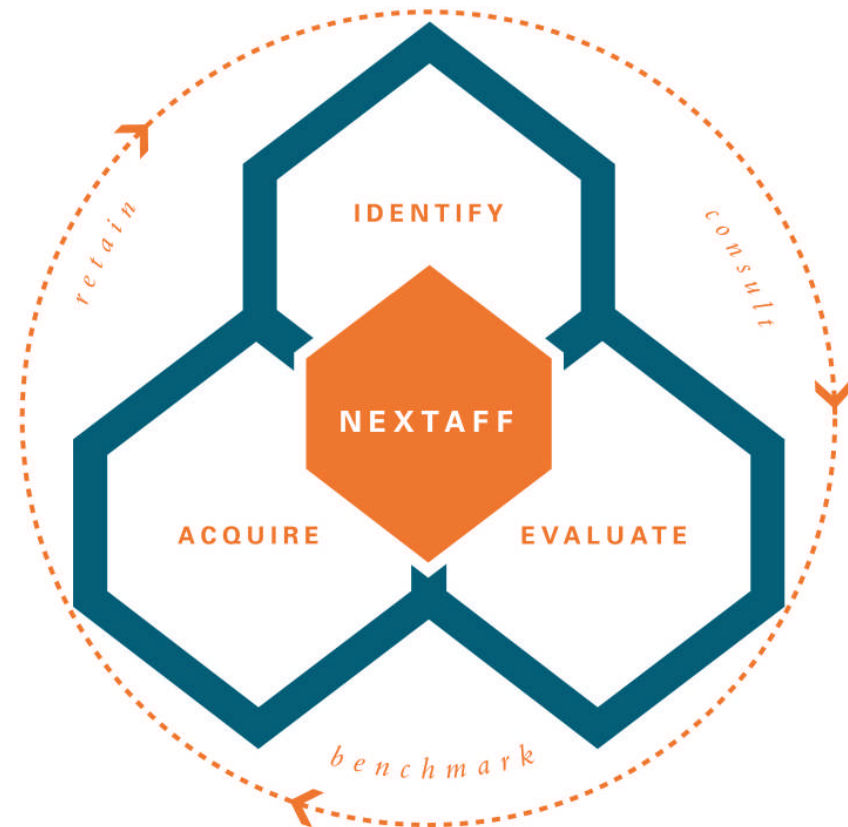
As the country's first Professional Hiring Organization, NEXTAFF's service capabilities extend far beyond the typical job search & placement company. We are a unique hiring company that combines over a century of industry experience in helping companies identify, evaluate and acquire talent. NEXTAFF. The choice is yours.



Services

As the country's first Professional Hiring Organization, NEXTAFF has set the bar on hiring and staffing practices higher than ever before. We've literally redefined an industry -- and given employees, employers and franchisees a new benchmark against which all other human resource-oriented firms will be measured.

NEXTAFF's proprietary formula for placing and supporting the most qualified candidates may be applied at all levels of hiring. We focus on a set of hiring systems that include the identification, evaluation and acquisition of talent.



Why Choose NEXTAFF?

- **Multiple Income Streams.** Full rights to all of our PHO Services in one franchise agreement:
- **We market Professional Hiring Services,** not staffing. We offer the ability to call on prospective clients from a consultative approach without being lumped into the commodity of staffing.
- **We finance all the associate payroll.** You do not have to worry about account receivable lines of credit or paying expensive factoring rates.
- **Rollout Commission.** You can earn royalties for developing other franchisees.
- **We process all your back-office payroll functions.**
- **Franchise fee based on business population,** not general population.
- **We start you with a customized 4 piece e-mail campaign** targeted to your county.
- **12 Month Sales Training Platform** - Web Based, Interactive, Systematic Sales Training
- **Our business model and the way we think.** Our goal is to help you become a business owner not just self-employed.





Business Model

We designed the NEXTAFF Business Model with one question in mind. How can we insure that our franchisee can focus on what will make them successful? Our systems, support and philosophies will help you engage in the strategic work of your business and reach your defined objectives.

NEXTAFF has established, tested and implemented the systems, processes and quantifiable expectations which allows freedom to you and your staff for initiative, and increased performance. Our back office support affords you the opportunity to direct more of your resources toward business development.

As a NEXTAFF franchisee you will be leveraging the expertise, knowledge, and support of over 100 years of industry experience. The NEXTAFF team will educate, train and coach you toward your goals. If you decide to share in the vision and mission of NEXTAFF, you will have continuous leadership and innovation at your side.



Training

The NEXTAFF training method is a 3-step approach. We will Educate, Train and then Coach you to work “ON” your business rather than “IN” your business. NEXTAFF Training is also separated into 3 parts:

Pre-Training:

→ Upon the receipt of a signed Franchise Agreement, we will forward all information to prepare you for training. Items will include: All qualified leads in your territory, Training manuals, Details and Dates for training. We will also begin coordinating office space and equipment.

Corporate Training:

→ You will spend up to one week in classroom training. You will learn business basics as well as industry fundamentals.

On-Site Training:

→ We will send one of our staff members to work directly with you in your office for initial start up and initial sales / service assistance.





Fee Structure

Franchise Fee:

Our franchise fee has two parts, a **base fee** and a **territory fee**. The base fee for 2007 is \$10,000. The territory fee is calculated by the number of qualified businesses within your desired territory. A qualified business has 20+ employees and is determined by a search using InfoUSA. Once that number is found multiply it by \$2 per business.

For example, if your county has 4000 qualified businesses, your franchise fee would be:

Base Fee:	\$10,000	
Territory Fee:	<u>\$8,000</u>	[4000 x \$2]
Total Franchise Fee:	\$18,000	

Royalty Fee:

The NEXTAFF Royalty Fee is 6% of gross sales, which includes payroll funding.





Six Step Process

At NEXTAFF, we understand that finding a franchise that meets your expectations can be a difficult task. To assist you, we have developed a system that is very straight forward, and should make your review of our franchise much easier. The purpose of this process is to allow you to be in control and to eliminate confusion on what your next step might be. We are confident that as you learn more about our organization, you will discover that the NEXTAFF franchise is an opportunity worth pursuing.



Step One-Gather Info

- Review the www.nextaff.com website and determine if you are interested in learning more specific information about our franchise.
- Or, you can review our information on www.franchisegator.com or www.franchisesolutions.com.
- If you have any questions you can:
 - Call us toll free at 800-581-NEXT ext. 105 to speak with James Windmiller our President and Director of Franchise Development
 - You can email your questions to franchiseinfo@nextaff.com.
- If you are ready for more detailed information, you are now ready to proceed to Step Two.



Step Two-Start Communications

- For detailed information please fill out the Get Info page of the website <http://www.nextaff.com/getinfo.php>, or any of the get info pages on Franchise Gator or Franchise Solutions.
- You will receive emails from our President, our VP of Franchise Development, as well as one of our franchisees.
- We will review the information you submitted and get in touch with you to answer any of your questions and ask a few of our own.
- Some topics covered during the initial conversation
 - All your questions
 - Our fees
 - Your income expectations and territory preferences
 - Your background and financial qualifications
- Depending on your level of interest after this conversation you are ready for Step Three or Four.



Step Three-Decision Making

If you are in Step 3, that usually means:

→ You like what you hear so far, but do not have enough information to make your decision.

Action: Gather your list of additional questions and call us.

→ You like what you hear, but you're still looking at other opportunities.

Action: List the positives and negatives of each, such as Industry size, Industry outlook, Income potential vs Investment level; Equity potential;

→ You like what you hear, but the timing is not right.

Action: Figure out specifically what is holding you back and then develop a plan, or call us and we'll help you develop a goal and a plan.

→ You like what you hear, but you don't have the capital.

Action: Consider taking on a business or investing partner. Call us about using your retirement assets to fund your business.

→ You like what you hear, but you're scared.

Action: That's ok. If you didn't have some reservation about starting a business, we'd wonder about you. 10 years from now, what will you regret more, trying and possibly failing or not trying at all?

→ Once you've conquered all the above, and you're still interested it's time to move to Step 4.



Step Four-Discovery Day

Discovery Day . After discussing the application you submitted and if there appears to be a good fit, you will be invited to attend a Discovery Day in Kansas City.

Prior to attending a Discovery Day, you will be asked to complete a personality profile, and a financial application.

During your visit, the following will be accomplished:

- We will discuss the company history, culture and strategic vision.
- We will discuss our philosophy related to leadership, ownership, and operations.
- You will have the opportunity to meet some of our strategic partners and staff.
- You will have the opportunity to visit an independently run NEXTAFF location.
- You will view a software demonstration.
- We will review a copy of the Franchise Operations Manual.
- We will provide you with a copy of our Uniform Franchise Offering Circular and answer any questions related to it.
- We will discuss a timeline for the opening of your franchise.

By receiving the UFOC, you are ready to move to Step Five.





Step Five-UFOC Review

Review the Uniform Franchise Offering Circular. This document is prepared according to the Federal Trade Commission guidelines. It provides you with information about us, the start up costs to open a NEXTAFF franchise, and draft forms of the various legal documents you will sign when you become a NEXTAFF franchisee. To get comfortable with the process, we encourage you to talk with your advisors. We will answer any additional questions you may have.

At the same time, we will conduct a credit check and a background check. We will also review your application and to determine if your franchise application has been approved.





Step Six-Signing the agreement

Sign the Franchise Agreement. Once we agree on a specific area for your NEXTAFF location, it's time to get started. We will prepare a Franchise Agreement and forward it to you. At the time you sign the Franchise Agreement and return it to us, you will also pay the Initial Franchise Fee.

Once received, we will forward your training materials. We will then schedule your training dates and tentative opening date. We will also begin discussions with leasing agents in your area for office space.

Welcome to the NEXTAFF Team!

