



JOIN THE

*Next Generation
of Child Care*

An Investment that Grows



WHY CHILD CARE?

The Right Time

- » **58% of working parents** use center-based child care options.¹
- » The child care industry will continue to grow and is projected to hit **\$83.6 billion by 2030.**²
- » **15.1 million children** under age 6 required regular child care arrangements.³
- » An estimated **65% of parents spent time on a center wait-list** with 81% of wait-listed parents juggling multiple and 43% waiting four months or longer.⁴



1 As reported in the 2020 Essential U.S. Child Care Statistics conducted by Zippia.com

2 As reported by Grand View Research U.S. Child Care Market Size, Share, Trends Analysis Report

3 As reported by U.S. Census Bureau

4 As reported in the 2024 Cost of Care Report by Care.com



WHY LIGHTBRIDGE ACADEMY?

The Right Place

Founded in 1997 as a family business and franchised in 2011, Lightbridge Academy is a fast-growing network of child care centers known as **The Solution for Working Families®**. A forward-thinking company, Lightbridge Academy goes beyond providing a high quality of care and early education programs. As **Innovators in Educational Child Care®**, the company is committed to supporting the ever evolving needs of the busy working family.

Our business model successfully balances a high quality early education program, family-focused customer service along with a culture of care. The result... an outstanding reputation generating loyal customers that refer other families, creating long-term stability and success.

The child care industry provides an always-in-demand service with a constantly renewing consumer base. As dual-income families become the norm in society, the businesses that cater to these families will be in ever-increasing demand. Lightbridge Academy is perfectly positioned to address this trend and meet the needs of this market.

Our approach to franchising is unique. We believe that identifying franchisees who share our core values and fit within our culture are keys to our success. By providing them with comprehensive training and ongoing support, we can prepare them for success and help them continue along that trajectory.



“Right off the bat, we were incredibly impressed with everything that Lightbridge Academy had to offer. They really stood out to us because they have everything the best child care companies are known for but then they take it to the next level. There isn't another brand that can match their innovation and credibility in the industry.”

– Ketul Parikh,
FRANCHISE OWNER



WHAT SETS US *Apart*

THE SOLUTION FOR WORKING FAMILIES®

We know the stresses facing parents every day and recognize that in addition to providing children with a high-quality educational program and nurturing care, moms and dads have needs too! Lightbridge Academy provides solutions to help parents meet the challenge of balancing work and life. With industry-leading technology including ParentView® Internet Monitoring System and an eCommunication app, families enjoy peace of mind with an ongoing connection to their child's day. Additional programs and services such as extended hours, back-up care, nutritious snacks, optional meal plans, extracurricular activities, and even babysitting for Parent's Night Out create a supportive environment!

INNOVATORS IN EDUCATIONAL CHILD CARE®

Lightbridge Academy is always seeking ways to add value to the lives of those within our Circle of Care. Innovation comes in many different forms and we stay ahead of the curve with the use of technology to enhance communication, health & safety and the educational experience. Our state-of-the-art centers are designed with 21st century technology and classrooms are equipped with tablets, tech-tables and interactive whiteboards to help bring learning to life.

THE LIGHTBRIDGE PROMISE®

Our top priority is the health and safety of children. For this reason, we developed the Gold Standard in the child care industry for cleanliness, security and peace of mind. We hold ourselves to the highest of standards with cutting edge air purification and filtration systems, closed circuit cameras, facial recognition entry, silent alarms and the Lightbridge Quality Assurance Program to ensure proper execution of protocols and procedures.





WHAT WE *Believe*

CIRCLE OF CARE PHILOSOPHY

Lightbridge Academy is built on a foundation of family values. It is a place where parents, children, staff members, as well as the community and franchise owners come together as a family to create a trusted Circle of Care. Just as every point is equidistant from its center, each person whose life is touched by a Lightbridge Academy center is equally important. Together these interconnected relationships create a truly caring environment that delivers the highest quality of educational experience. When making decisions, we take each and every member of our Circle of Care into consideration.



OUR VISION

Transform the lives of all families by treating them as part of our own.

OUR MISSION

Illuminate young minds while helping everyone in our Circle of Care along life's journey.

OUR CORE VALUES

- C** **Care deeply**
With every genuine interaction
- H** **Happiness**
Creating happy memories in a joyful environment
- I** **Integrity**
Being honest and respectful in all relationships
- L** **Lead by Example**
Set the example for all others to follow
- D** **Deliver**
Consistent “WOW” customer service
- R** **Relationships & Recognition**
Build meaningful relationships while recognizing accomplishments
- E** **Excellence**
Never settle for “good enough” by continuously improving and embracing change
- N** **Nurture**
Each family member in a supportive and positive environment



FRANCHISE

Candidate Profile

YOU HAVE WHAT IT TAKES

A Lightbridge Academy franchisee embodies our core values and Circle of Care philosophy. This mutual appreciation for creating a culture of care binds us together in purpose. Franchise owners have solid business management backgrounds in many different industries, but all must share a heart for the care and education of children and a deep concern for serving the needs of the families that love them. Whether you're looking to make a difference in the world, in your town or in the lives of others, Lightbridge Academy provides a way to do it. With this commitment comes the richest rewards imaginable – the happiness and well-being of children and their families.

Every Lightbridge Academy franchisee must share:

- A belief in our core values and philosophy
- A commitment to follow our franchise business model and system
- A love of children and a passion for early childhood education

YOUR FUTURE IS WAITING FOR YOU AT LIGHTBRIDGE ACADEMY

We have crafted an unparalleled body of knowledge, insight and guidance into an experience that is exactly what parents are looking for and what children need. Best yet, we've created a business model for franchisees to follow and bring Lightbridge Academy into their community.

“Caring is not just a word — it is something that you demonstrate through your actions and interactions with others every day. Something as simple as holding the door for someone or offering a listening ear can make a big difference in the world. At our company, caring is a core value that we strive to live out every day.”

– Gigi Schweikert,
CHIEF EXECUTIVE OFFICER



AN UNBROKEN

Circle of Support

THE SUREST WAY TO SUCCESS

We know the commitment required to invest in and operate child care centers. We have done it ourselves for over 25 years! This experience has enabled us to create a system with detailed processes for our franchisees to follow. In doing so, they avoid many of the pitfalls often associated with operating independently.

INDEPENDENTLY OWNED BUT NEVER ALONE

Lightbridge Academy franchisees are in control of their success, but never alone. We work together from the moment a franchisee is signed — from real estate selection through negotiations and construction. And it doesn't stop there... business coaches offer continued support with the expertise necessary to grow and operate a Lightbridge Academy center to the highest of standards.

YEARS OF OUR EXPERTISE BECOME YOURS

Every aspect of how to implement our system is addressed in the Lightbridge Academy franchise training program. This includes operating a high quality child care center, delivering our Circle of Care approach to customer service, utilizing our proven business systems, administering our proprietary Seedlings Early Childhood Education Curriculum and even launching an effective marketing program. Years of experience are at your disposal. You will receive:

- Immersive training through webinars, classroom instruction, and hands-on training in a child care center.
- Personal mentoring and coaching for any challenge you may encounter.
- Subject matter expert consultation — on all areas including driving enrollment, analyzing your KPI's and maximizing your business potential.





REAL ESTATE & *Development*

GREAT PARTNERS WORKING WITH YOU

Lightbridge Academy's network of real estate brokers will work diligently with you and your broker to find a location fitting our criteria. Our in-house team is committed to walking you through the process of identifying an optimal site and bringing your center to market.

ALL HANDS ON DECK

Our site selection process provides you with real-time insights to make data-driven decisions. Demographic modeling includes analyzing behavioral data, traffic counts, synergy drivers and employment centers as part of the detailed site assessment. Together, we evaluate how the site compares against our custom profile for a prime location.

WITH YOU FOR THE DURATION

Once your site is selected, you'll be guided through obtaining permits, municipal approvals and the development process. When it comes time for construction, you'll work closely with us to build a team of architects, engineers, and contractors necessary to bring your center to life.

PRIME LIGHTBRIDGE ACADEMY LOCATION

Type: Freestanding, outparcels, strip mall end caps, corporate building, and acquisitions

Lease Terms: 15 years minimum with options to extend

Building Size: Suburban: 8K – 12K sq. ft. buildings with adjacent playgrounds of 4K – 5K sq. ft.

Urban: At least 3.5K sq. ft. of ground floor space and safe proximity to playground

Parcel Size: 1 1/4 — 1 1/2 acres for lease or purchase

Population: 3 mile radius: 30K+, 3K+ children ages 0-4

Average Household Income: >\$110,000

Traffic: High traffic counts 10K+ per day

Signage: Sign with high visibility





STEPS FOR

Getting Started

STEP 1

LET'S EXPLORE

- Begin discussions with our franchise team
- Get to know each other – discuss your goals and background and see if its a fit

STEP 2

DISCUSS BUSINESS

- Present the Lightbridge Academy franchise opportunity to you
- Submit your franchise application and financial statement for review and preliminary approval
- Review the Lightbridge Academy Franchise Disclosure Document

STEP 3

DEEP DIVE

- Attend Discovery Day, tour a Lightbridge Academy center and meet the franchise leadership team
- Discuss your credentials and qualifications to become a franchise owner

STEP 4

DECISION TIME

- Receive franchise approval pending financial verification and prepare franchise agreements for review and signature
- Complete franchise profile survey
- Complete background checks

STEP 5

UNDER DEVELOPMENT

- Meet with our real estate team to discuss the site selection process and available opportunities
- Identify site, perform due diligence and competitive analysis
- Negotiate lease
- Gain municipal approvals
- Begin construction process

STEP 6

HOME STRETCH

- Attend Lightbridge franchise training program
- Hire your center administrative team
- Implement your pre-opening marketing plan and begin generating leads and pre-enrollment
- Complete construction, receive certificate of occupancy, state license and Lightbridge Academy Certificate of Opening
- Open your doors and celebrate with a grand opening event!



ITEM 7

ESTIMATED INITIAL INVESTMENT FOR A LEASED CENTER

Type of Expenditure	Amount	Method of Payment	When Due	Payment Made to
Initial Franchise Fee (Note 1)	\$40,000	Lump Sum	Upon signing Franchise Agreement	LFC
Initial Training (Note 2)	\$40,000	Lump Sum	*(Note 2)	LFC
Center Development Fee (Note 3)	\$40,000	Lump Sum	*(Note 3)	LFC
Background Checks and Asset Verification (Note 4)	\$1,000 - \$2,000	Lump Sum	Upon signing	Vendor or LFC
Lease Deposit (Note 5)	\$44,333 - \$87,500	Lump Sum	When you sign the Lease	Landlord
Leasehold Improvements (Note 6)	\$412,500 - \$2,100,000	Lump Sum	As Incurred	Vendor
Lease Guaranty Set-Up Fee (Note 7)	\$0 - \$20,000	Lump Sum	When you sign the Lease Guaranty Agreement	Lightbridge Assurance Group, LLC. (Affiliate)
Lease Guaranty Payment (Note 8)	\$0 - \$2,900	Monthly Payments	The first day of each month, beginning on the first month after your rent commencement date	Lightbridge Assurance Group, LLC. (Affiliate)
Equipment, Fixtures & Furniture (Note 9)	\$241,000 - \$399,000	Lump Sum	As Incurred	Vendors
Permits & Licenses (Note 10)	\$400 - \$1,000	As Incurred	As Incurred	Government Authority
Signs (Note 11)	\$18,000 - \$35,000	As Agreed	As Incurred	Supplier
Prepaid Insurance Premium (Note 12)	\$4,000 - \$8,000	Lump Sum	As Incurred	Insurance Carrier/Broker
Pre-Launch Advertising (Note 13)	\$35,000 - \$55,000	Lump Sum	90-day period prior to opening	Supplier
Grand Opening Advertising & Marketing (Note 14)	\$5,000	Lump Sum	Before opening	Supplier
Training (Note 15)	\$1,000 - \$5,000	As Incurred	As Incurred	Airlines, hotels, restaurants
Professional Fees (Note 16)	\$15,000 - \$25,000	As Incurred	As Incurred	Attorney, accountant, engineer, and other professionals
Additional Funds – 3 months (Note 17)	\$150,000 - \$255,000	As Incurred	As Incurred	Operating Expense/Payroll
Total	\$1,067,233 - \$3,120,400			



ITEM 19

FINANCIAL PERFORMANCE REPRESENTATIONS

In Table 2(a), we present financial results achieved by the franchisee-owned Mature Centers in the 2023 calendar year, separated by geographic region.

TABLE 2(a) | Mature Franchised Centers (Open at least 24 months)

	Total		New York & New Jersey		All Other States	
	Average	% of Gross Revenue	Average	% of Gross Revenue	Average	% of Gross Revenue
Number of Centers	46		34		12	
Avg. Months Open	66		70		55	
Avg. Enrollment	76.7%		73.9%		84.4%	
Gross Revenue	\$2,393,879	100%	\$2,349,792	100%	\$2,518,793	100%
Payroll Expense	\$1,108,637	46.3%	\$1,089,722	46.4%	\$1,162,232	46.1%
Non-Payroll Expenses	\$578,552	24.2%	\$566,378	24.1%	\$613,045	24.3%
EBITDAR	\$706,690	29.5%	\$693,692	29.5%	\$743,516	29.5%
Rent, RE Taxes, & CAM	\$354,006	14.8%	\$360,175	15.3%	\$336,529	13.4%
EBITDA	\$352,684	14.7%	\$333,518	14.2%	\$406,987	16.2%
Memo: Grant Income ⁽¹⁾	\$69,280		\$70,524		\$65,755	
Adj. EBITDAR	\$775,970	31.5%	\$764,216	31.6%	\$809,271	31.3%
Adj. EBITDA ⁽²⁾	\$421,964	17.1%	\$404,042	16.7%	\$472,743	18.3%

Centers Above Avg ⁽³⁾	21	17	5
Centers Below Avg	25	17	7

See full details as outlined in the Item 19 of the 2024 Lightbridge Franchise Company FDD.

1. "Grant Income" These sums reflect average grant funding received by Centers. 26 of 46 Mature Franchise Centers received grant income.

2. "Adj. EBITDA" and "Adj. EBITDA" are EBITDAR and EBITDA, respectively, plus grant income that was incremental to EBITDA (i.e., not reported in revenue).

3. The number of Centers that achieved or exceeded the Average EBITDAR

*The median gross revenue of all franchised Mature Centers was \$2,540,335. The median gross revenue of the franchised Mature Centers in New York & New Jersey was \$2,500,846. The median gross revenue of the franchise Mature Centers outside of New York & New Jersey was \$2,685,896.



ITEM 19

FINANCIAL PERFORMANCE REPRESENTATIONS

In Table 2(c), we present financial results achieved by Mature Centers owned by multi-unit franchisees in the 2023 calendar year.

TABLE 2(c)		
Multi Unit	Total	
	Average	% of Gross Revenue
Number of Centers	22	
Avg. Months Open	75	
Avg. Enrollment	82.9%	
Gross Revenue	\$2,517,591	100%
Payroll Expense	\$1,179,908	46.9%
Non-Payroll Expenses	\$596,664	23.7%
EBITDAR	\$741,019	29.4%
Rent, RE Taxes, & CAM	\$343,675	13.7%
EBITDA	\$397,344	15.8%
Adj. EBITDAR ⁽¹⁾	\$834,548	32%
Adj. EBITDA ⁽²⁾	\$490,873	18.8%
Memo: Grant Income ⁽¹⁾	\$93,530	
Centers Above Avg ⁽³⁾	10	
Centers Below Avg ⁽³⁾	12	

See full details as outlined in the Item 19 of the 2024 Lightbridge Franchise Company FDD.

1. "Adj. EBITDA" and "Adj. EBITDA" are EBITDAR and EBITDA, respectively, plus grant income that was incremental to EBITDA (i.e., not reported in revenue).

2. These sums reflect average grant funds received. 13 of 22 Mature Franchised Centers owned by multi-unit franchisees received grant income.

3. The number of Centers that achieved or exceeded the Average EBITDAR



FREQUENTLY ASKED *Questions*

HOW IS LIGHTBRIDGE ACADEMY DIFFERENT FROM A DAYCARE FACILITY OR OTHER CHILD CARE CENTERS?

Lightbridge Academy's core values and Circle of Care philosophy create a trusting culture of care where all members of our family are valued. As The Solution for Working Families®, Lightbridge Academy helps parents meet the challenge of balancing work and life. More than any other child care provider, we offer a multitude of ways for parents to experience peace of mind: from our high quality early childhood educational program, to ParentView® internet monitoring system and our gold standard for health and safety. This culture of care extends to our franchisees with an unparalleled level of training, support, and services.

DO I NEED EXPERIENCE IN EDUCATION OR CHILD CARE?

Experience is not necessary. You will hire an experienced center director to operate the business. It is more important that you possess a strong business and management acumen. Lightbridge Academy will provide the training necessary to create our culture, and implement programs, services, operations and curriculum.

WHAT KIND OF TRAINING WILL I RECEIVE?

Lightbridge Academy provides 177 hours of training through in-classroom teaching, webinars and hands-on instruction in an operating child care center. This takes place throughout the construction process and continues to grand opening, with ongoing business coaching for the duration of your franchise agreement. Our training program exceeds the industry standard, underscoring our Circle of Care commitment to franchisees.

HOW LONG DOES IT TAKE TO OPEN A CENTER?

The development process typically takes anywhere from 18-24 months. You'll be involved every step of the way, with our support, and we'll help you make good use of your time by learning the business, completing your training and beginning your community outreach.

DO I NEED TO FIND MY OWN SITE?

We'll support and personally assist you with the site identification and selection process. We have an extensive network of brokers and developers focused on identifying quality and competitively priced sites that meet our criteria. After the site is approved, we'll provide a comprehensive real estate analysis and review the findings together to decide.

WHAT FINANCING OPTIONS ARE AVAILABLE?

Many alternatives are available to franchisees, from taking out a conventional loan to leveraging retirement savings. We support franchise owners to help them obtain the right financing. We can connect you with trusted lenders who know the franchise business and are familiar with Lightbridge Academy's business model.

WHAT ARE YOUR ROYALTIES?

First six months: 4% of gross revenues, after month six: 7% of gross revenues. There is also a 2% contribution to the Brand Development Fund, which goes toward building the Lightbridge Academy brand and supporting regional marketing and advertising.



“ We knew at the grand opening of our first location that we wanted a second location! We were thrilled to join such an incredible organization that securing our second center was a clear next step for us. ”

– Srilekha Vangala & Nidhi Sharma,
FRANCHISE OWNER



LIGHTBRIDGEACADEMYFRANCHISE.COM

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