

**PROSPECTUS**  
**ROLLINS, INC.**  
**ROLLINS, INC. 2022 EMPLOYEE STOCK PURCHASE PLAN**

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THESE SECURITIES HAVE NOT BEEN APPROVED OR DISAPPROVED BY THE SECURITIES AND EXCHANGE COMMISSION OR ANY STATE SECURITIES COMMISSION NOR HAS THE SECURITIES AND EXCHANGE COMMISSION OR ANY STATE SECURITIES COMMISSION PASSED UPON THE ACCURACY OR ADEQUACY OF THIS DOCUMENT. ANY REPRESENTATION TO THE CONTRARY IS A CRIMINAL OFFENSE.

**INTRODUCTION**

This prospectus relates to 1,000,000 shares of common stock, \$1.00 par value per share, of Rollins, Inc. (the “Company”) that may be issued to employees of the Company and its designated subsidiaries under the Rollins, Inc. 2022 Employee Stock Purchase Plan (the “Plan”). The date of this prospectus is May 1, 2022.

**QUESTIONS AND ANSWERS ABOUT THE ESPP**

**1. What is the purpose of the Plan?**

The purpose of the Plan is to provide eligible employees of the Company and its designated subsidiaries with the opportunity to purchase shares of the Company’s common stock (“Stock”) through payroll deductions. The Company believes that participation in the Plan will (i) provide eligible employees with a convenient means of acquiring an equity interest through payroll deductions; (ii) enhance eligible employees’ sense of participation in the Company; (iii) increase eligible employees’ interest in the success of the Company; and (iv) provide an additional incentive for eligible employees to remain in the employ of the Company or such designated subsidiary.

The following is a summary of the material provisions of the Plan and is qualified in its entirety by reference to the Plan document.

**2. Who administers the Plan?**

The Human Capital Management and Compensation Committee of the Rollins, Inc. Board of Directors (the “**Administrator**”) is responsible for the administration of the Plan and has the power to establish rules and procedures it deems appropriate to administer the Plan. The Administrator may delegate the duty to perform administrative functions as it deems appropriate under the circumstances, and any action taken in accordance with such delegation will be considered the action of the Administrator.

### **3. Who is eligible to participate in the Plan?**

All employees of the Company or a designated subsidiary are eligible to participate in the Plan, with the exception of an employee who would own (immediately after the grant of an option under the Plan) Stock possessing 5% or more of the total combined voting power or value of all classes of stock of the Company or of its parent or subsidiary corporations based on the rules set forth in sections 423(b)(3) and 424 of the Internal Revenue Code (the “Code”); provided, however, that an employee who is a member of a collective bargaining unit that has elected, on behalf of its members, not to participate in the Plan in accordance with the requirements of Code Section 423 will not be treated as an Eligible Employee while such election remains in effect. The Administrator may, in its discretion, exclude certain classes of employees from participating in the Plan, subject to the requirements of Code Section 423. Unless otherwise determined by the Administrator, each subsidiary of the Company that is considered a corporation for U.S. tax purposes is a designated subsidiary for purposes of the Plan.

### **4. How long must I be employed before I can participate in the Plan?**

If you are an eligible employee, you may participate in the Plan during an offering period if you are employed on or before the 10<sup>th</sup> business day before the beginning of the enrollment period that precedes the beginning of the offering period. For the initial enrollment period under the Plan, you must be employed on May 16, 2022. The Administrator may establish different eligibility conditions from time to time, provided that those conditions are consistent with the Plan and Code Section 423.

### **5. What are Offering Periods and Purchase Dates?**

The Plan provides for “offering periods” during which eligible employees may participate in the Plan by making payroll deductions from their paychecks. Unless otherwise established by the Administrator prior to the beginning of an offering period, all offering periods will be of approximately six months’ duration. The first offering period will begin on July 1, 2022 and continue until December 30, 2022, and subsequent offering periods will begin each January 1 and July 1 (or the next trading day, if such date is not a trading day. Subject to the requirements of Section 423 of the Code, the Administrator may create special offering periods for individuals who become Eligible Employees solely in connection with the acquisition of a majority interest in another company or business by a stock acquisition, merger, reorganization or purchase of assets.

The purchase date for each offering period is the last day of such offering period, or if such date is not a day on which the Stock is traded on the New York Stock Exchange, the last trading day immediately preceding such date. On the purchase date, the payroll deductions accumulated during the offering period will be used to purchase Stock.

### **6. How do I become a participant?**

To participate in an offering period, you must properly complete and timely file a payroll deduction authorization form with the Administrator before the end of an enrollment period preceding the offering period. The authorization form will specify the specific dollar amount (unless the Administrator determines that contributions may be designated as a percentage of compensation) to be deducted from your compensation each pay period during the offering period for which such

payroll deduction authorization is in effect. The Administrator may also establish uniform rules regarding (i) the types of compensation from which deductions may be taken; (ii) limitations on the dollar amounts (or percentages of compensation) that may be withheld from your compensation; and (iii) required minimum contribution levels, *provided that* all such limitations will satisfy the requirements of Section 423 of the Code with respect to an offering.

**7. Can I participate other than by payroll deductions?**

You may not make any contribution to your account except through payroll deductions.

**8. Can I change my payroll deductions during an Offering Period?**

Unless otherwise determined by the Administrator with respect to an offering, you will have the right to make one change to your payroll deduction authorization after the end of an enrollment period to reduce or to stop the payroll deductions which you previously authorized. You may not increase your deductions during an offering period. The Administrator may establish procedures and deadlines by which participants must make changes to a payroll deduction authorization.

**9. What is the purchase price for shares purchased under the Plan?**

The purchase price per share of Stock purchased under the Plan is the lesser of (i) ninety percent (90%) of the fair market value of a share of Stock on the first day of the offering period; or (ii) ninety percent (90%) of the fair market value of a share of Stock on the purchase date. If such percentage results in a fraction of one cent, the purchase price will be increased to the next highest full cent.

For example, if the market price per share of Stock on the first day of an offering date was \$30.00, and if the market price per share increased to \$34.00 on the purchase date, the purchase price would be \$27.00 ( $\$30.00 \times .9$ ). That price would enable you to buy the Stock at a discount of \$7.00 per share on the purchase date (\$34.00 market price minus \$27.00 purchase price), which is a discount of approximately 20.6%. If, however, the market price declined to \$26.00 on the purchase date, the purchase price would be \$23.40 ( $\$26.00 \times .9$ ). In that case, your discount per share would be \$2.60 on the purchase date (\$26.00 market price minus \$23.40 purchase price), which is a discount of 10%.

**10. Are there any limits on the number of shares will I be able to buy each Offering Period?**

As of the first day of each offering period, you will automatically be deemed to have been granted an option to purchase whole shares of Stock (not to exceed 10,000 shares, subject to adjustment under the Plan as described below) as may be purchased with the payroll deductions credited to your account during the applicable offering period. On the last day of each offering period, your payroll deductions accumulated during the offering period will be applied automatically to purchase shares of Stock at the purchase price in effect for the offering period. No option granted by operation of the Plan will permit you to purchase shares of Stock under the Plan or under any other employee stock purchase plan (within the meaning of Section 423 of the Code) of the Company and its parent or any of its subsidiaries at a rate which exceeds \$25,000 of the fair market value of such stock for any calendar year. For this purpose, fair market value will be determined

as of the first day of the offering period for which the option is granted. Fractional shares will not be purchased under the Plan, and any amounts remaining in your account after the purchase of whole shares will remain in your account and applied to purchase shares in the following offering period.

**11. May I terminate participation in the Plan during an Offering Period?**

You may elect to withdraw the entire balance of payroll deductions credited to your account for an offering period by filing an amended payroll deduction authorization with the Administrator on or before the purchase date for such period. If you make such a withdrawal election, the balance or payroll deductions in your account will be paid to you in cash (without interest) as soon as practicable after such amended payroll deduction authorization is filed, and no further payroll deductions will be made on your behalf for the remainder of such offering period. If you die on or before a purchase date and the Administrator has timely notice of your death, the Administrator will deem you to have elected to withdraw the entire balance credited to your account.

**12. What happens if I leave the Company?**

If your employment as an eligible employee terminates on or before the purchase date for an offering period for any reason whatsoever, your payroll deduction account will be distributed in cash as soon as practicable immediately before the date your employment terminated. Neither the balance credited to your payroll deduction account nor any rights to purchase shares of Stock under the Plan may be assigned, encumbered, alienated, transferred, pledged, or otherwise disposed of in any way during your lifetime, and any attempt to do so will be without effect; *provided, however*, that the Administrator in its absolute discretion may treat any such action as an election by you to withdraw the balance credited to your account.

**13. Are my contributions used to pay commissions or expenses of operating the plan?**

No, the Company pays all expenses of administering the Plan. No brokerage commissions are charged on your purchase of Stock under the Plan. However, if you sell your Stock, you will be responsible for any brokerage commissions and other expenses related to the sale.

**14. What happens to my contributions until Stock is purchased?**

Your contributions are credited to a bookkeeping account setup in your name. The contributions are not held in trust, but are not mixed with the general funds of the Company and are subject to the claims of its general creditors.

**15. Is interest paid on the amount in my contribution account?**

No, interest is not paid on the balance in your payroll contribution account. If you withdraw your funds or terminate employment, you will receive the exact amount that was withheld from your paychecks or paid by lump sum and placed into your contribution account.

**16. When can I sell my shares of Stock?**

Shares of Stock acquired under the Plan may not be sold or transferred, other than by will or laws of descent and distribution or to joint ownership with your spouse, for a period of 12 months following the purchase date on which such shares were acquired.

**17. What happens if there is a stock split or stock dividend or a corporate transaction?**

The number of shares of Stock covered by outstanding options granted pursuant to the Plan and the related purchase price and the number of shares of Stock available under the Plan will be adjusted by the Rollins, Inc. Board of Directors (the “Board”) in an equitable manner to reflect any change in the capitalization of the Company, including, but not limited to such changes as dividends paid in the form of Stock or Stock splits. Furthermore, the Board will adjust (in a manner which satisfies the requirements of Section 424(a) of the Code), the number of shares of Stock available under the Plan and the number of shares of Stock covered by options granted under the Plan and the related option prices in the event of any corporate transaction described in Section 424(a) of the Code. Any such adjustment may create fractional shares of Stock or a right to acquire a fractional share. An adjustment made by the Board will be conclusive and binding on all affected persons.

**18. May the Plan be amended or terminated?**

The Plan may be amended by the Board from time to time to the extent that the Board deems necessary or appropriate in light of, and consistent with, Section 423 of the Code and the laws of the State of Delaware, and any such amendment will be subject to the approval of the Company’s stockholders to the extent such approval is required under Section 423 of the Code or the laws of the State of Delaware or to the extent such approval is required under applicable law or stock exchange listing requirements. Without limiting the foregoing, any amendment to increase the number of shares that may be purchased under the Plan (other than an increase merely reflecting an adjustment described below) will be effective only if approved by the Company’s stockholders. The Board also may terminate the Plan or any offering made under the Plan at any time. If not earlier terminated by the Board, the Plan will terminate when all shares of Stock authorized for issuance thereunder have been issued.

**19. What reports will I receive?**

The payroll deductions made under the plan will appear on your regular earnings and deductions statements which are issued with your paychecks.

After the end of an offering period you will have access to a statement analyzing the activity in your contribution account showing the amount contributed, the number of shares purchased, the purchase price, the market price of the Stock on the date of purchase, and the balance remaining in your contribution account as of the end of the offering period.

**20. Should I participate in the Plan?**

Participation in the Plan is entirely voluntary. The decision is up to you. The Company’s personnel are not authorized to suggest what your decision should be. Stock ownership has certain

risks and may not be a wise investment for you unless you have provided for your other financial needs. Accordingly, you should carefully consider your personal financial goals and requirements to determine whether buying Stock is consistent with your personal financial plan.

## **FEDERAL INCOME TAX CONSEQUENCES**

The following is a summary of the material U. S. federal income tax consequences associated with the purchase of Stock under the Plan under current federal tax laws as of the date of this prospectus. The summary does not address tax rates or non-U.S., state or local tax consequences, nor does it address employment tax or other federal tax consequences except as noted. Tax laws are complex and may change. Therefore, you should consult your own tax adviser concerning federal (and any state or local) tax consequences of participating in the Plan.

The Plan is intended to qualify as an “employee stock purchase plan” under Section 423 of the Code. In general, you will not recognize U.S. federal taxable income until you sell or otherwise dispose of shares of Stock purchased under the Plan. Upon such sale or disposition, you will generally be subject to tax in an amount that depends on your holding period with respect to the shares.

### **21. Will I have taxable income when shares of Stock are purchased on the purchase date?**

No, you will not recognize income for federal tax purposes on account of the initial discount when shares of Stock are purchased. However, this income may be recognized later when you dispose of the Stock.

### **22. What types of dispositions will cause the discount on the shares to become taxable?**

A “disposition” which triggers tax consequences includes a sale, exchange, gift or transfer of legal title, with certain narrow exceptions such as, for example, a transfer of Stock into joint tenancy in your name and the name of another person with right of survivorship or the termination of a joint tenancy by a transfer back into your name.

### **23. What are the tax consequences to me at the time of disposition?**

The tax consequences depend upon whether a “holding period test” is met. The holding period ends two years after the offering date and one year after the Stock is “transferred,” whichever is later. Under current IRS rules, the shares are deemed to be “transferred” on the purchase date. For example, if the shares are purchased on December 30, 2022, which is the purchase date for the first offering period under the Plan, the holding period will end on the later of (a) December 31, 2023, which is the day one year after the December 30, 2022 purchase date, or (b) July 2, 2024, which is the day two years after July 1, 2022, the first day of the offering period. As so determined, the last day of the holding period would be July 1, 2024. Thus, the holding period test is met if the shares are sold on or after July 2, 2024.

**24. What are the tax consequences to me if I dispose of my Stock *before* meeting the holding period test?**

If you dispose of a share of Stock purchased under the plan *before* meeting the holding period test, you will be deemed to have received ordinary taxable income in the calendar year of disposition in an amount equal to the difference between the price you paid for the share and the market value of the share on the date it was purchased. The amount of ordinary income determined under this calculation will be treated as part of your cost in the share and added to your actual purchase price to yield your tax basis. If your disposition is by gift, you will have no additional income tax consequences, although you may incur gift tax liability, and the person receiving the gift will take a tax basis in the share equal to your tax basis, unless the market value on the date of gift is less than your tax basis. In the case of a sale, the difference between the net sale proceeds on the day of disposition and your tax basis for the share will be taxable as a capital gain or loss.

**Example 1:** If the market price per share on the first day of the offering period was \$30.00, and if the market price per share increased to \$34.00 on the purchase date, the purchase price would be \$27.00 ( $\$30.00 \times .9$ ). If you purchased a share of Stock for \$27.00 on June 30, 2023 when its market value was \$34.00, and you sold this share on February 15, 2024 (before meeting the holding period test) for a price of \$35.00, you would report ordinary income for calendar year 2024 of \$7.00 (the difference between the market value of \$34.00 on the purchase date and the price you paid equal to \$27.00). Your tax basis would be \$34.00 ( $\$27.00 + \$7.00$ ), and your capital gain on the sale, which must also be reported for 2024, would be \$1.00 ( $\$35.00 - \$34.00$ ).

**Example 2:** If you purchased a share of Stock for \$27.00 on June 30, 2023, when its market value was \$34.00, and you sold this share on February 15, 2024 for a price of \$29.00, you would report ordinary income for 2024 of \$7.00 (the difference between the market value of \$34.00 on the purchase date and the \$27.00 price you paid). Your tax basis would be \$34.00 ( $\$27.00 + \$7.00$ ), and your capital loss would be \$5.00 ( $\$34.00 - \$29.00$ ).

***The foregoing examples are for purposes of illustration only and are not a representation of future trading prices of the Company's Stock.***

**25. What are the tax consequences to me if I dispose of stock *after* meeting the holding period test?**

If you dispose of a share of Stock purchased under the plan *after* meeting the holding period test, you will be deemed to have received ordinary taxable income in the calendar year of disposition in an amount equal to the lesser of (a) the original 10% discount on the share assuming the Stock had been purchased on the first day of the offering period or (b) the excess of the fair market value of the share of Stock on the day of disposition over the price you paid for the share. The amount of ordinary income, if any, so determined will be treated as part of your cost in the share and added to your actual purchase price to yield your tax basis. If your disposition is by gift, you will have no additional income tax consequences, although you may incur a gift tax liability, and the person receiving the gift will take a tax basis in the share equal to your tax basis, unless the market value at the date of gift is less than your tax basis. In the case of a sale, the difference between the net sale proceeds on the day of disposition and your tax basis for the share will be taxable as a capital gain or loss.

**Example 3:** If the market price per share on the first day of the offering period was \$30.00, and if the market price per share increased to \$34.00 on the purchase date, the purchase price would be \$27.00 (\$30.00 x .9). If you purchased a share of Stock for \$27.00 on June 30, 2023, when its market value was \$34.00, and you sold this share on February 15, 2025 (after the holding period test was met) for a price of \$39.00, you would report ordinary income for calendar year 2025 of \$3.00 (10% of the market price of \$30.00 on the offering date), your tax basis would be \$30.00 (\$27.00 cost plus \$3.00 ordinary income), and your capital gain would be \$9.00 (\$39.00 selling price minus \$30.00 tax basis), which would also be reported for 2025. Contrast this tax result to the consequences of not meeting the holding period test in Example 1 above, where your ordinary income would be higher.

If, instead, you gave the share to your child on February 15, 2025, you would report ordinary income in 2025 of \$3.00, and your child would take a tax basis of \$30.00.

**Example 4:** If you purchased a share of Stock for \$27.00 on June 30, 2023, when its market value was \$34.00, and sold this share on February 15, 2025 for a price of \$24.00, you would report no ordinary income in 2025 because the sales price was less than the price paid, and you would have a capital loss of \$3.00. Contrast this tax result to the consequences of not meeting the holding period test in Example 2 above, where you would have taxable income.

***The foregoing examples are for purposes of illustration only and are not a representation of future trading prices of our Stock.***

## **26. What are the tax consequences if I die?**

If you die owning shares purchased under the plan, you will realize ordinary income in the year of your death as if you had disposed of the shares after satisfying the holding period test previously described. However, your beneficiary's basis for such Stock will be its value for federal estate tax purposes.

## **27. What difference does it make whether the income on my shares is taxed as capital gains or ordinary income?**

Under current federal tax laws, depending upon your level of taxable income, you may incur higher taxes on ordinary income than on long-term capital gains. You should consult with your tax advisor about current tax rates and your own tax situation to see how these differences could affect your taxes.

Capital losses may carry a tax disadvantage because the excess of capital loss over capital gain in a calendar year is currently deductible only up to a certain level of an individual's ordinary income. Any excess capital loss may be carried forward indefinitely until used.

## **28. Will the Company withhold any taxes?**

Under current federal tax laws, we are not obligated to make any withholdings of any tax payable by our employees as a consequence of participation in the plan. Instead, you will be responsible for filing any and all tax returns that may be required, and paying any and all taxes which may



become due, as a result of your participation in the plan. This responsibility may include filing of an estimated income tax return on Form 1040-ES, including quarterly vouchers.

**29. What information is the Company obligated to file with the IRS concerning my purchases of stock?**

The Company is required to report certain information to the IRS and to the participants in the Plan on an IRS Form 3922. If you participated in the Plan, you will receive a Form 3922 by January 31 of the year following your year of participation. The information provided on the Form 3922 contains details for your purchases under the Plan in the prior year, including but not limited to the number of shares purchased, the date of purchase, the fair market value per share on the date of the purchase, the purchase price per share that you paid and the fair market value per share on the first day of the Offering Period for that purchase. You will need this information when you complete your income tax return for the calendar year in which you sell or otherwise dispose of the Shares from your Plan purchase.

The Company is also required to file certain additional information returns with the IRS and to send a copy to you, including the following returns:

- (a) On Form 1099, if we pay you more than a certain amount of dividends during the year; and
- (b) On Form 1099 or W-2 (as “other compensation” - no withholding) if we become aware of a disposition by you that would give rise to ordinary income, stating the amount of such income.

**30. Is the Plan subject to any provisions of ERISA?**

The Plan is not subject to any provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”) and is not qualified under Section 401(a) of the Internal Revenue Code.

## **SECURITIES LAW MATTERS**

### **General Information**

The Company has filed a registration statement on Form S-8 with the Securities and Exchange Commission under the Securities Act with respect to the shares of Stock offered under the Plan. This prospectus does not contain all of the information set forth in the registration statement and its exhibits. In addition, the terms of the Plan and the offerings under the Plan are controlling over this prospectus, and they contain important information. You should read them in their entirety. While this prospectus sets forth information about the Plan, statements contained in this prospectus may not fully describe all aspects of the Plan and agreements and documents issued under the Plan. In each instance, we refer you to the Plan. You can obtain copies of the Plan by writing or telephoning us at the address given below.

## **Restrictions on Resale**

If you own shares of Stock issued under the Plan and you are not an “affiliate” of the Company within the meaning of the Securities Act (generally consisting of the Company’s director and executive officers), you may resell the shares without restrictions under the Securities Act. If you are an affiliate, you may sell or transfer these shares only in accordance with the provisions of Rule 144 under the Securities Act (other than the holding period requirement), under an effective registration statement covering resales, or under an effective exemption from the registration requirement of the Securities Act. If you are an affiliate, you may not use this Prospectus to reoffer or resell shares you obtain under the Plan. In any event, you should keep in mind that the federal securities laws prohibit the purchase or sale of securities on the basis of material nonpublic information.

## **Effect of Section 16(b) of the Exchange Act**

If you are an executive officer or director of the Company, you are subject to Section 16 of the Exchange Act. Under Section 16(a), you are required to report on a Form 4 all purchases of Stock under the Plan and any subsequent sale of those shares. Your Form 4 to report each purchase must be filed within two days after you receive notification of the purchase, and your Form 4 to report each sale must be filed within two business days after the sale. In addition, your purchases and sales of Stock under the Plan will be subject to the short-swing profit recovery provisions of Section 16(b). Under Section 16(b), an executive officer or director must forfeit to the Company any profit realized as the result of a nonexempt purchase of Stock followed within less than six months by a nonexempt sale of Stock, and any loss avoided as the result of a nonexempt sale of Stock followed within less than six months by a nonexempt purchase of Stock. The purchase of Stock under the Plan is an exempt transaction, but the subsequent sale of those shares generally will not be an exempt transaction.

## **Incorporation of Certain Documents by Reference**

Rollins, Inc. (“Rollins,” the “Registrant” or the “Company”) has filed a registration statement on Form S-8 with the Securities and Exchange Commission (the “Commission”) with respect to the shares of stock issuable pursuant to the Plan. The following documents filed with the Commission by the Registrant are hereby incorporated by reference:

- (a) Annual Report on Form 10-K for the fiscal year ended December 31, 2021, filed February 25, 2022, including the material incorporated by reference to the proxy statement contained in the Registrant’s Schedule 14A, filed March 15, 2022;
- (b) Quarterly Report on Form 10-Q for the fiscal quarter ended March 31, 2022, filed April 28, 2022;
- (c) Current Reports on Forms 8-K filed on January 26, 2022 (filed at 7:30 p.m. on January 25, 2022), February 2, 2022, April 8, 2022 and April 27, 2022 (provided that any portions of such reports that are deemed furnished and not filed pursuant to instructions to Form 8-K shall not be incorporated by reference into this Registration Statement on Form S-8); and

- (d) The description of the Registrant's common stock contained in the Registrant's registration statement filed under Section 12 of the Securities Exchange Act of 1934, as amended, including any amendment or report filed for the purpose of updating such description, including Exhibit (4)(b) to the Registrant's Annual Report on Form 10-K for the fiscal year ended December 31, 2019, filed February 28, 2020.

All documents filed by the Registrant or the Plan pursuant to Sections 13(a), 13(c), 14 and 15(d) of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), after the filing of the registration statement (and prior to the filing of any post-effective amendment to the registration statement which indicates that all securities offered thereby have been sold or which de-registers all securities remaining unsold), shall be deemed to be incorporated by reference in the registration statement and to be a part thereof from the date of the filing of such reports and documents. All documents incorporated by reference into the registration statement are also incorporated into this prospectus.

For purposes of this prospectus, any statement contained in a document incorporated or deemed to be incorporated herein by reference shall be deemed to be modified or superseded to the extent that a statement contained herein or in any other subsequently filed document which also is or is deemed to be incorporated herein by reference modifies or supersedes such statement in such document. Any statement so modified or superseded shall not be deemed, except as so modified or superseded, to constitute a part of this prospectus.

Rollins will provide without charge, to each person to whom this prospectus documents are delivered, at the written or oral request of such persons, (1) a copy of any or all of the foregoing documents incorporated herein by reference, other than exhibits to such documents (unless such exhibits are specifically incorporated by reference into the foregoing documents), (2) a copy of its latest Annual Report to Shareholders, (3) copies of all reports, proxy statements and other communications delivered to its shareholders generally, and (4) copies of all documents that constitute part of this prospectus required to be delivered to each Plan participant. Written or telephone requests should be directed to: Rollins, Inc., Attn: General Counsel, 2170 Piedmont Road, NE, Atlanta, GA 30324, (404) 888-2000.