

Rollins, Inc.
Employee Stock Purchase Plan
Participation Form

Name _____ Employee No. _____
Address _____ Phone No. _____
City/State/Zip _____ Birth Date _____

DEDUCTION ELECTION

Amount to be deducted \$ _____ per pay period.
Please indicate the amount of pay you wish withheld each pay period.

Agreement

I hereby agree that my cash compensation will be reduced by the above deduction amount for each pay period to purchase shares of Rollins, Inc. common stock. I have read the Summary of Plan Provisions and understand the rules for participation in the Employee Stock Purchase Plan. I agree that my after-tax compensation will be reduced by the amount indicated above to purchase shares of common stock of Rollins, Inc.

I understand that an investment in the common stock of the Company is subject to risk. Stock prices fluctuate, and the market value of the Company's stock may increase or decrease from time to time based on a number of factors, some of which may be unrelated to the performance of the Company.

THERE IS NO ASSURANCE, GUARANTEE OR WARRANTY THAT THE MARKET VALUE OF THE COMPANY'S STOCK WILL NOT DECLINE BELOW THE PRICE PAID. EACH PARTICIPANT SHOULD CAREFULLY CONSIDER HIS/HER PARTICIPATION IN THE PLAN IN LIGHT OF HIS/HER PERSONAL FINANACIAL SITUATION.

I hereby enroll in the Rollins, Inc. Employee Stock Purchase Plan.

Signature _____ Date _____

DEDUCTION ELECTION CHANGE

New amount to be deducted: \$ _____ per pay period
This change will be effective with the next available pay period

Signature _____ Date _____

DEDUCTION SUSPENSION

I hereby wish to suspend my current contribution to the Rollins Inc. Employee Stock Purchase Plan. This change will be effective with the next available pay period. I understand that I may resume participation again at any time by submitting another Participation Form.

Signature _____ Date _____

Return form to:

US Paid Employees – Rollins, Inc., Benefits Dept. 2170 Piedmont Road N.E., Atlanta, GA 30324
Canadian Paid Employees – PCO Canada Payroll Dept. 5840 Falbourne Street, Mississauga, Ontario L5R 4B5