



FranklinCovey Client Sales, Inc.
2200 West Parkway Boulevard
Salt Lake City, Utah 84119

FRANKLIN COVEY ALL ACCESS PASS® LICENSE AGREEMENT

This License Agreement (the "Agreement") is entered into between FranklinCovey Client Sales, Inc. and the following organization ("Client") and allows certain Client employees ("Passholders") access to the FranklinCovey Solutions (described below) maintained on FranklinCovey's All Access Pass™ platform located in the United States (the "Portal").

Client Organization: Career Source Sun Coast
Contact Person: Kathy Bouchard
Address: 1112 Manatee Ave E
Bradenton, Florida 34208-2152
Telephone: (941) 358-4080 x1129
Email: kbouchard@careersourcesc.com

License Information

Pass Type	License Start Date	License End Date	Number of Passholders	Final Net Price	Fee Per Additional Passholder
All Access Pass	8/31/2018	8/30/2019	█	\$16,200.00	█
All Access Pass	8/31/2019	8/30/2020	█	\$16,200.00	█
All Access Pass	8/31/2020	8/30/2021	█	\$16,200.00	█
All Access Pass- 7 Habits Foundations Only	8/31/2018	8/30/2019	█	\$54,000.00	█
All Access Pass- 7 Habits Foundations Only	8/31/2019	8/30/2020	█	\$54,000.00	█
All Access Pass- 7 Habits Foundations Only	8/31/2020	8/30/2021	█	\$54,000.00	█

(1) The reduced price offered to Client is conditioned on its commitment to a three (3) year term. If Client terminates the Agreement for convenience, FranklinCovey will invoice client the difference between the reduced price and the regular price. See Section E below.

FranklinCovey Solutions

Building Business Acumen™
Find Out *WHY*: The Key to Successful Innovation™
FranklinCovey Excelerators®
FranklinCovey Insights™
Jhana®: Bite-Sized Learning for Leaders
Leaders @ Change™
Leadership Foundations™
Leadership Modules™
Leadership: Great Leaders, Great Teams, Great Results®
Leading at the Speed of Trust®
Managing Millennials™
Meeting Advantage™

Millennials @ Work™
Presentation Advantage®
Project Management Essentials®
Speed of Trust® Foundations
The 4 Essential Roles of Leadership™
The 5 Choices to Extraordinary Productivity®
The 6 Critical Practices for Leading a Team™
The 7 Habits for Managers®
The 7 Habits of Highly Effective People® Foundations
The 7 Habits of Highly Effective People® Signature Program
The 7 Habits® Leader Implementation
Writing Advantage®

Total Investment: \$234,000.00

Client may contact FranklinCovey via email to purchase additional licenses or optional products and/or services. For some products and services where additional terms are necessary, an order form will be issued.

Optional Passholder-Only Products/Services

Item	Price
Pre-Packaged Participant Kit	█
Pre-Packaged Facilitator Kit	█

If this Agreement is executed by Client after the License Start Date above, FranklinCovey may adjust the License Start and End Date based on the date FranklinCovey activates the License and provided the License Term does not change. Such change shall not affect the License Fee.

Client agrees to abide by the Terms and Conditions stated below.

FranklinCovey Client Sales, Inc.

DocuSigned by:

Heather Colbeck

D0D0AFEC5D3E41F...

Signature: _____

By: Heather Colbeck

Title: Client Service Coordinator

Career Source Sun Coast

DocuSigned by:

Ted Ehrlichman

881936B685DE44B...

Signature: _____

By: Ted Ehrlichman

Title: CEO

Effective Date: 8/30/2018

TERMS AND CONDITIONS

- A. Grant of Rights.** FranklinCovey grants Client, including its Affiliates (meaning an entity that controls, is controlled by, or is under common control with the Client where “control” means ownership of 50% or greater of the equity of that entity or the ability to direct the management of that entity), a limited, non-exclusive, non-transferable, revocable license for the Passholders, for whom fees have been paid, to (a) print or download onto computers or tablets the participant and facilitator materials as they exist (collectively “Materials”); and (b) create “Compilations,” which means a Passholder’s right to take portions of the downloadable Materials and use them in accordance with the terms of this Agreement and specifically in accordance with the Guidelines attached hereto as Exhibit A.
- B. Limitations to Grant of Rights.** Client agrees not to make, or allow its employees to make, Derivative Works (defined by U.S. Copyright Law, 17 U.S.C. §101, 1976 as amended). Client will effectively communicate to its Passholders that the Materials are copyright-protected and the proprietary property of FranklinCovey, and that neither Client nor its employees shall file share, distribute to a third party, or publicly post (Slide Share, YouTube, etc.) any of the Materials except as provided for herein. Client acknowledges and agrees that it will take commercially practicable means as technologically feasible, to prevent the Materials from being used or accessed without proper authorization. The rights granted in this Agreement are restricted for use within the United States and Canada. Materials designated as “Facilitator Materials” are intended for use by Passholders certified to deliver the FranklinCovey Solutions. Non-Passholders are not eligible for Passholder pricing. Training must be delivered and participant materials consumed during the License Term.
- C. Returning Participant Materials.** FranklinCovey will extend a refund for unused pre-packaged participant materials returned within thirty (30) days of purchase or the date of the event. For clarity, customized products and digital products that are not a component of the pre-packaged materials are not eligible for refund. All materials carry an unconditional guarantee against any manufacturing defect for one (1) full year.
- D. Fees and Payment Terms.** Client agrees to pay FranklinCovey the non-refundable non-prorateable fees described above at the beginning of each license term and within 30 days of the receipt of an invoice. Pricing does not include applicable sales and use taxes, shipping & handling fees, or travel expenses, which are the responsibility of the Client. Interest shall accrue on all delinquent accounts at the rate of 1.5% per month. Pricing is subject to an annual price increase. Further, if Client terminates the Agreement during the Initial Term for convenience, FranklinCovey will invoice Client the difference between the reduced license fees shown in the table above and the price Client would have received for a one or two year agreement. For example, if Client terminates after contract year one, FranklinCovey will invoice Client an additional USD \$11,800/ year (AAP: \$22,000- \$16,200 = \$5,800 and 7HF: \$60,000- \$54,000 = \$6,000).
- E. Term.** This Agreement shall commence with the License Start Date and continue for three (3) years (“Initial Term”). Notwithstanding the foregoing, if Client wishes to terminate the Agreement for convenience, Client is required to provide 90 days written notice prior to the expiration of the then current term. If notice is not received, FranklinCovey will invoice Client for the next contract year. Further, if the Agreement is not terminated during the Initial Term, the Agreement will then automatically renew for one year terms (“Renewal Term”) unless a party provides written notice to the other party of its election not to renew at least 90 days prior to the expiration of the Renewal Term thereafter. Such Renewal Term is non-cancelable except for a material breach.
- F. Termination and Events of Termination.** Either party may terminate this Agreement with 30 days written notice of a material breach of this Agreement only, if uncured within such 30 day period. Upon termination of each Passholder license, such Passholders shall immediately (a) discontinue all use of the FranklinCovey Solutions; (b) discontinue all use of Compilations; and (c) remove all FranklinCovey content from Compilations which were blended with Client content. Notwithstanding the foregoing, Passholders who received the Participant materials prior to termination may continue to use them for their personal use to apply the concepts learned from a FranklinCovey Solution.
- G. Third Party Restrictions.** The facilitator videos, FranklinCovey InSights and FranklinCovey Excelerators may not be modified or edited in any way. Certain facilitator program videos may not be embedded into the facilitator PowerPoint. Digital access is not available with certain ancillary participant materials. These program videos and materials, including, but not limited to *Creative Juicers*, *FranklinCovey Style Guide*, *Managing Essentials*, *Leadership Essentials*, and *Leadership Foundations Handbook*, may be purchased separately, upon request.
- H. Copyright.** Client acknowledges that FranklinCovey or its licensors exclusively own all proprietary rights and copyrights to the FranklinCovey Solutions including, but not limited to, the Materials and any documentation, images, animation, sound, music, and text to the FranklinCovey Solutions. Any unauthorized use, reuse, copying, reproduction, recording, transmittal, modification or revisions of the FranklinCovey Solutions, is expressly prohibited and will constitute a breach of this Agreement and/or federal copyright law.
- I. Indemnification.** Client and its Affiliates shall defend, indemnify, and hold harmless FranklinCovey, its Affiliates, directors, officers, shareholders, employees, successors, licensors, and assigns (“FranklinCovey Parties”) from any and all costs, fees, expenses, damages and payments resulting from all claims, suits and actions against any FranklinCovey Party resulting from the misuse of FranklinCovey’s intellectual property or a breach of this Agreement.
- J. Insurance.** FranklinCovey will maintain commercial general liability and professional liability insurance in the amount of \$1,000,000 per policy, during the term of this Agreement. FranklinCovey agrees to provide Client with a certificate of such insurance upon request. FranklinCovey shall provide thirty (30) days’ written notice in the event of a change or cancellation of its policy coverage.
- K. Limitation of Liability:** FranklinCovey does not make any warranty, guarantee or representation either express or implied 1) regarding the merchantability or fitness for a particular purpose of the FranklinCovey Solutions, or 2) that certain results may be obtained in connection with the use of the FranklinCovey Solutions. FranklinCovey does not assume any responsibility for any damage or loss caused by the misuse of the FranklinCovey Solutions, the misuse of software, hardware or systems of any third-party or Client. FranklinCovey shall not be liable for any consequential, incidental or punitive damages arising from this Agreement or the FranklinCovey Solutions provided hereunder. FranklinCovey’s aggregate liability to Client in relation to any claims arising under this Agreement shall not exceed the total amount paid to FranklinCovey under this Agreement.
- L. Data Privacy.** During the course of this Agreement, FranklinCovey will process Personal Data (defined herein) on behalf of Client. FranklinCovey agrees to comply with all laws and regulations as prescribed by the European Union GDPR. If Client requires the parties enter into a Data Processing Addendum, FranklinCovey will send such addendum for Client to fill in and sign. As used in this Agreement “Personal Data” means all data that is defined as ‘personal

data' under EU Data Protection Laws and to which EU Data Protection Laws apply and which is provided by Client to FranklinCovey, and accessed, stored or otherwise processed by FranklinCovey.

- M. Entire Agreement:** This Agreement represents the entire understanding between the parties and supersedes all prior agreements, whether written or oral, relating to the subject matter hereof. In the event any terms contained in any subsequent purchase order (or similar document) sent or received in connection with this Agreement are inconsistent with the terms of this Agreement, the terms of this Agreement shall prevail. This Agreement may only be modified or amended in writing signed by a duly authorized representative of each party.
- N. Affirmative Action/Equal Opportunity Employer:** FranklinCovey complies with the EEO clause of EO 11246, as amended and the provisions of 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A with respect to affirmative action program and posting requirements.
- O. Governing Law:** This Agreement shall be governed in accordance with the laws of the State of Utah. In the event that any action is necessary to enforce the terms of this Agreement, the prevailing party shall be entitled to recover reasonable costs and attorneys' fees, whether or not any suit is filed. Any claim or cause of action under or relating to this Agreement shall be brought in the state or federal courts located in Salt Lake City, Utah, and the parties agree to submit to the exclusive jurisdiction of, and waive any objection to venue in, such courts.

Exhibit A

GUIDELINES FOR ALL ACCESS PASSHOLDERS FOR CREATING COMPILATIONS

As a FranklinCovey Passholder, you are allowed to combine segments from the FranklinCovey content included in your pass, or even with your own content, for use for the population included in your All Access Pass agreement subject to the guidelines provided herein.

Consider this example: Your organization requires help with communication and trust. Using the listening skills from Habit 5 of *The 7 Habits of Highly Effective People*® Signature program and the 13 Trust Behaviors from *Speed of Trust*® Foundations, combine them to create a single training that improves these specific skills and behaviors.

Or, perhaps you have your own internal content on effective communication skills that reinforces your company's values, and you would like to combine it with related FranklinCovey content. As long as the FranklinCovey content is properly attributed, you can do this, as well, adding your own examples or application exercises to the FranklinCovey solution.

If you would like help designing custom solutions, your organization is eligible for discounted FranklinCovey Passholder pricing for our customization services.

The following guidelines are provided to ensure that FranklinCovey's intellectual property, as well as the intellectual property of our partners and other third parties, is respected as you work with our content.

What you can do:

- You are allowed to use FranklinCovey ideas, models, or concepts in combination with other FranklinCovey content included in your pass, or your own content for the Passholder population only identified in your All Access Pass, as long as they are properly attributed. The following statement is an example of proper attribution:
©FranklinCovey Co. All rights reserved. Used herein with permission under an existing license agreement.
- You are required to include specific trademark notations (® or ™) found in our content. For example,
The 7 Habits of Highly Effective People®

What you can't do:

- You are not allowed to use FranklinCovey ideas, models, or concepts outside of the Passholder population covered by your FranklinCovey All Access Pass agreement.
- You are not permitted to use FranklinCovey ideas, models or concepts without proper copyright attribution.
- You are not allowed to edit or disassemble quotes, videos, or extract music, images, or other media elements for use in a way that is separate from our content. We realize they add professional appeal, but they are licensed materials limited for use, as is, within the FranklinCovey Solutions.
- You can't change the names, titles, or terminology of our content, or otherwise create "derivative works" as defined by U.S. copyright laws. For example, you aren't allowed to change, adapt, or modify the name of one of the 7 Habits® or change, adapt, or modify the shape of a model or diagram. You must use our content as it exists.
- You cannot sell, relicense, repackage, or otherwise give FranklinCovey content to others.
- You cannot do anything that compromises FranklinCovey's ownership of its intellectual property or its rights.
- You cannot use FranklinCovey intellectual property in a way that disparages its brand or tarnishes its image. We are proud of our content and want it to be presented in the best possible way.

As long as you have a current FranklinCovey All Access Pass agreement, you can continue to use our content as outlined above. If, for some reason, you choose not to renew your All Access Pass license, you must discontinue use of all FranklinCovey intellectual property including content, ideas, models, videos, music, and images. For additional details, please refer to the license agreement between FranklinCovey and your organization.

AMENDMENT TO THE ALL ACCESS PASS® LICENSE AGREEMENT

This Amendment (the "Amendment") is made and entered into between Franklin Covey Client Sales, Inc. ("FranklinCovey") and the following organization ("Client"), and amends that certain All Access Pass License Agreement (the "Agreement") previously entered into between the parties dated 8/30/2018.

Client Organization: Career Source Sun Coast
 Contact Person: Kathy Bouchard
 Address: 1112 Manatee Ave E
 Bradenton, Florida 34208-2152
 Telephone: (941) 358-4080 x1129
 Email: kbouchard@careersourcesc.com

License Information—the License Information table is hereby modified to include the following:

Pass Type	Renewal Term Begins	Renewal Term Ends	Term (Years)	Number of Passholders	Final Net Price	Fee Per Additional Passholder
All Access Pass	8/31/2021	8/30/2022	1.00	█	\$16,200.00	█
All Access Pass	8/31/2022	8/30/2023	1.00	█	\$16,200.00	█
All Access Pass	8/31/2023	8/30/2024	1.00	█	\$16,200.00	█
All Access Pass: 7 Habits Foundations	8/31/2021	8/30/2022	1.00	█	\$54,000.00	█
All Access Pass: 7 Habits Foundations	8/31/2022	8/30/2023	1.00	█	\$54,000.00	█
All Access Pass: 7 Habits Foundations	8/31/2023	8/30/2024	1.00	█	\$54,000.00	█

Total Investment: \$210,600.00

FranklinCovey Solutions

- | | |
|---|--|
| <ul style="list-style-type: none"> Building Business Acumen™ Find Out <i>WHY</i>: The Key to Successful Innovation™ FranklinCovey Excelerators® FranklinCovey Insights™ Jhana™: Bite-Sized Learning for Leaders Leaders @ Change™ Leadership Foundations™ Leadership Modules™ Leadership: Great Leaders, Great Teams, Great Results® Leading at the Speed of Trust® Leading Customer Loyalty® Managing Millennials™ Meeting Advantage Millennials @ Work™ | <ul style="list-style-type: none"> Multipliers®: How the Best Leaders Ignite Everyone’s Intelligence Presentation Advantage® Project Management Essentials® Speed of Trust® Foundations The 4 Essential Roles of Leadership™ The 5 Choices to Extraordinary Productivity® The 6 Critical Practices for Leading a Team™ The 7 Habits for Managers® The 7 Habits of Highly Effective People® Foundations The 7 Habits of Highly Effective People® Signature Program Presentation Advantage® Unconscious Bias: Understanding Bias to Unleash Potential™ Writing Advantage® |
|---|--|

Term. Section E of the Agreement is hereby deleted in its entirety and replaced with the following new Section E:

E. Term. This Agreement shall commence on the License Start Date and continue as indicated in the table above (all terms in the table are collectively referred to as the "Initial Term"). In the event Client desires to terminate this Agreement for convenience, Client is required to provide 90 days written notice prior to the expiration of the then-current term. If notice is not received in accordance with this Section, FranklinCovey will invoice Client for the next contract year. Unless terminated sooner, this Agreement will automatically renew for one year terms (each a "Renewal Term") unless a party provides written notice to the other party of its intention not to renew at least 90 days prior to the expiration of the current term.

Modification of Agreement. FranklinCovey and Client approve, affirm and ratify the Agreement and the on-going rights and obligations provided by the Agreement. This Amendment is in addition to and does not replace the Agreement. All provisions of the Agreement

not in conflict with this Amendment shall remain in full force and effect. In the event of a conflict between a term or provision in this Amendment and the Agreement, the term or provision of this Amendment shall prevail.

No Waiver of Rights. Nothing herein shall constitute a waiver or release of any rights that FranklinCovey may have under the Agreement, including but not limited to the right to terminate the Agreement for breach of any provision in the Agreement.

If Client executes this Amendment after the License Start Date above, FranklinCovey may adjust the License Start and End Date based on the date FranklinCovey activates the License and provided the License Term does not change. Such change shall not affect the License Fee.

IN WITNESS WHEREOF, the parties have signed and entered into this Amendment as of the Effective Date below.

Franklin Covey Client Sales, Inc.

Career Source Sun Coast

Signature:



Digitally signed by

Signature:

Ted Ehrlichman

By:

Greg Newman

By:

Ted Ehrlichman

Title:

Date: 2021.08.31

Title:

CEO/President

11:44:58 -06'00'

Email:

tehrlichman@careersourcesc.com

Amendment Effective Date: 08 / 31 / 2021

Signature Certificate

Document Ref.: HAX7T-QFSWB-T7LYK-RDBVB

Document signed by:

	<p>Ted Ehrlichman Verified E-mail: tehrlichman@careersourcesc.com</p>	<p><i>Ted Ehrlichman</i></p>
<p>IP: 174.211.170.162</p>	<p>Date: 31 Aug 2021 16:37:21 UTC</p>	

Document completed by all parties on:

31 Aug 2021 16:37:21 UTC

Page 1 of 1



Signed with PandaDoc.com

PandaDoc is a document workflow and certified eSignature solution trusted by 25,000+ companies worldwide.





AMENDMENT # 3 TO THE ALL ACCESS PASS® LICENSE AGREEMENT

This Amendment (the "Amendment") is made and entered into between FranklinCovey Client Sales, Inc. and the following organization ("Client"), and amends that certain All Access Pass License Agreement (the "Agreement") and amendments previously entered into between the parties dated 08/30/2018.

Client Organization: Career Source Sun Coast
 Contact Person: Kathy Bouchard
 Address: 1112 Manatee Ave E
 Bradenton, Florida 34208-2152
 Telephone: (941) 358-4080 x1129
 Email: kbouchard@careersourcesc.com

1. License Information. The License Information table is hereby deleted in its entirety and replaced with the following new table:

Pass Type	License Start Date	License End Date	License Term (years)	Number of Passholders	License Fee
All Access Pass	08/31/2022	08/30/2023	1	█	\$16,200.00
All Access Pass	08/31/2023	08/30/2024	1	█	\$16,200.00
All Access Pass	08/31/2024	08/30/2025	1	█	\$16,200.00
All Access Pass	08/31/2025	08/30/2026	1	█	\$16,200.00
All Access Pass: 7 Habits Foundations	08/31/2022	08/30/2023	1	█	\$31,500.00
All Access Pass: 7 Habits Foundations	08/31/2023	08/30/2024	1	█	\$31,500.00
All Access Pass: 7 Habits Foundations	08/31/2024	08/30/2025	1	█	\$31,500.00
All Access Pass: 7 Habits Foundations	08/31/2025	08/30/2026	1	█	\$31,500.00

Note: Client must sign and return this Amendment no later than August 31, 2022 in order to receive the pricing listed above.

Modification of Agreement. FranklinCovey and Client approve, affirm and ratify the Agreement and the on-going rights and obligations provided by the Agreement. This Amendment is in addition to and does not replace the Agreement. All provisions of the Agreement not in conflict with this Amendment shall remain in full force and effect. In the event of a conflict between a term or provision in this Amendment and the Agreement, the term or provision of this Amendment shall prevail.

No Waiver of Rights. Nothing herein shall constitute a waiver or release of any rights that FranklinCovey may have under the Agreement, including but not limited to the right to terminate the Agreement for breach of any provision in the Agreement.

IN WITNESS WHEREOF, the parties have signed and entered into this Amendment as of the Effective Date below.

FranklinCovey Client Sales, Inc.
 Signature: 
DocuSigned by: CA409198DB584CD
 By: Nikki Vanderhoof
 Title: Contract Specialist

Career Source Sun Coast
 Signature: 
DocuSigned by: E9CC7F4C120E476...
 By: Joshua Matlock
 Title: President/CEO
 Email: jmatlock@careersourcesc.com
 Effective Date: 8/31/2022

Certificate Of Completion

Envelope Id: ED0CC2BF268E4DF0A3929292FD067681	Status: Completed
Subject: Request for eSignatures for FranklinCovey for Career Source Sun Coast fcorgid: 00D70000000810xEAE	
Source Envelope:	
Document Pages: 2	Signatures: 2
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator: Shannon Kern 2200 W Parkway Blvd Salt Lake City, UT 84119-2099 Shannon.Kern@franklincovey.com IP Address: 13.110.78.8
Envelopeld Stamping: Enabled	
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	

Record Tracking

Status: Original 8/30/2022 7:39:34 AM	Holder: Shannon Kern Shannon.Kern@franklincovey.com	Location: DocuSign
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Signer Events

Joshua Matlock
jmatlock@careersourcesc.com
COO
Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

E9CC7F1C120E476...
Signature Adoption: Drawn on Device
Using IP Address: 47.200.45.190
Signed using mobile

Timestamp

Sent: 8/30/2022 7:52:20 AM
Resent: 8/31/2022 6:13:49 AM
Resent: 8/31/2022 3:45:02 PM
Viewed: 8/31/2022 6:19:39 PM
Signed: 8/31/2022 6:20:09 PM

Electronic Record and Signature Disclosure:
Accepted: 8/31/2022 6:19:39 PM
ID: 05719fb3-a4c7-40af-b138-d658ae933829

Nikki Vanderhoof
nikki.vanderhoof@franklincovey.com
Contract Specialist
Security Level: Email, Account Authentication (None)

DocuSigned by:

CA409198DB584CD...
Signature Adoption: Pre-selected Style
Using IP Address: 73.65.238.54
Signed using mobile

Sent: 8/31/2022 6:20:11 PM
Viewed: 8/31/2022 6:27:57 PM
Signed: 8/31/2022 6:28:20 PM

Electronic Record and Signature Disclosure:
Accepted: 8/31/2022 6:27:57 PM
ID: fd490493-4363-4426-8b25-45d181c48862

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp

Kathy Bouchard
kbouchard@careersourcesc.com
Chief Talent Officer
Security Level: Email, Account Authentication (None)

COPIED

Sent: 8/30/2022 7:52:20 AM
Viewed: 8/30/2022 1:08:51 PM

Electronic Record and Signature Disclosure:
Accepted: 6/16/2022 9:56:40 AM
ID: ffce9f7f-ccc7-474b-a7df-f3041c7a6af9

Carbon Copy Events	Status	Timestamp
Shannon Kern shannon.kern@franklincovey.com Client Engagement Coordinator FranklinCovey Security Level: Email, Account Authentication (None)	<div style="border: 2px solid blue; padding: 5px; display: inline-block; font-weight: bold; color: blue;">COPIED</div>	Sent: 8/31/2022 6:28:21 PM Resent: 8/31/2022 6:28:23 PM Viewed: 8/31/2022 6:28:28 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	8/30/2022 7:52:20 AM
Certified Delivered	Security Checked	8/31/2022 6:27:57 PM
Signing Complete	Security Checked	8/31/2022 6:28:20 PM
Completed	Security Checked	8/31/2022 6:28:21 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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CONSUMER DISCLOSURE

From time to time, Franklin Covey Co. - Coordinators/Sales (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign, Inc. (DocuSign) electronic signing system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after signing session and, if you elect to create a DocuSign signer account, you may access them for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of a DocuSign envelope instead of signing it. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Franklin Covey Co. - Coordinators/Sales:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: david.jackson@franklincovey.com

To advise Franklin Covey Co. - Coordinators/Sales of your new e-mail address

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Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	Allow per session cookies

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