

**Training License Agreement**

(City/County/State Government Clients)

This Agreement, the attached Exhibits and additional Exhibits that may be added to this Agreement from time to time by mutual agreement between the parties, is entered into this 21 December 2005, between FRANKINCONEY CLIENT SALES, INC., a Utah corporation whose address is 2200 West Parkway Blvd., Salt Lake City, Utah, 84119 ("FranklinCovey"), and the following client ("Client"):

Client: **City of Peoria**  
 Address: **8401 West Monroe Street**  
**Peoria, AZ 85345-6560**  
 Telephone: **(623) 773-7687**  
 Contact Person: **Claudia Lujan**  
 Email: **claudia1@peoriaaz.com**  
*claudial@peoriaaz.com*

In consideration of Client's payment of the fees and costs set forth in this Agreement, the parties agree as follows:

- 1) **Definitions.**
  - a) **"Facilitated Training"** is a presentation by a Facilitator of a FranklinCovey Program through live instruction or closed circuit television.
  - b) **"Facilitator"** is an employee or independent contractor of Client who has been certified by FranklinCovey to conduct Facilitated Training. Facilitator must be at least eighteen (18) years of age.
  - c) **"Facilitator Materials"** and **"Participant Materials"** are the materials identified as such on the attached Exhibit(s).
  - d) **"Certification Workshop"** is training provided by FranklinCovey to an employee or independent contractor of Client to certify them as a Facilitator.
  - e) **"Participants"** are directors, officers, regular employees and immediate family members of any such Participants of Client or its agencies.
  - f) **"FranklinCovey Program"** is a seminar, workshop or other similar program made available to Client by FranklinCovey.
- 2) **License.** FranklinCovey grants to Client a nontransferable, nonexclusive license to present any FranklinCovey Program in the English language only under the direction of a Facilitator, using Participant Materials purchased from FranklinCovey. This license does not give Client the right to sublicense any FranklinCovey Program or provide Facilitated Training to any other person, entity or business. Client agrees to present Facilitated Training only to Participants as provided in this Agreement that are located within the United States of America. (Clients desiring to provide Facilitated Training outside the USA should contact FranklinCovey's International Liaison at (800) 827-1776, extension 74289, for more information.)
- 3) **Term.** The term of the license granted hereunder shall commence with the date of execution of this Agreement and shall continue indefinitely, unless sooner terminated pursuant to paragraph 16 of this Agreement.
- 4) **Fees.** Client shall pay to FranklinCovey for each Participant attending Facilitated Training the participant fee(s) for materials shown on the attached Exhibit(s). Client shall further pay the fee(s) shown on the attached Exhibit(s) for each individual attending a Facilitator Certification Workshop. Client is also responsible for travel, lodging, meals and other incidental expenses incurred by individuals attending a Certification Workshop, and FranklinCovey representatives who provide a Certification Workshop at a location sponsored by Client. Client will provide, at its expense, a suitable training facility for Client sponsored Certification Workshops.
- 5) **Training and Certification of Facilitators.** In order to be certified and maintain certification as a Facilitator, Client, at Client's expense, shall require selected individuals to:
  - a. Attend a content course in the FranklinCovey Program in which certification is sought (not necessary for xQ Debrief certification.)
  - b. Read and abide by the terms of this Agreement.
  - c. Execute and return a Facilitator Agreement (Exhibit A), prior to attending a Certification Workshop.
  - d. Complete and return prescribed pre-work prior to attending a Certification Workshop and all certification requirements within 90 days of the Certification Workshop.
  - e. Complete the appropriate Certification Workshop. Attendance at a Certification Workshop does not automatically entitle an individual to certification. FranklinCovey reserves the right to decline certification of any individual who does not meet the standards prescribed by FranklinCovey. In the event Facilitator Certification of an individual is denied Client may substitute another individual to attend a Certification Workshop.
  - f. Attend annually a FranklinCovey Program, Facilitator Enhancement Day, or other course prescribed by FranklinCovey and presented by a qualified FranklinCovey Instructor, or another authorized function.
  - g. Allow FranklinCovey representatives to observe any Facilitated Training conducted by a Facilitator.
  - h. Obtain and use updated Facilitator Materials prescribed by FranklinCovey.
- 6) Upon request, Client shall provide to FranklinCovey the names, addresses, and telephone numbers of its Facilitators who currently conduct Facilitated Training.
- 7) **Canceled/Rescheduled Certification Workshops.** No fee will be charged if Client cancels or reschedules attendance at a Certification Workshop with thirty (30) days' written notice to FranklinCovey. If thirty (30) days' written notice of cancellation/ rescheduling is not received, Client will be charged a fee of 75% of the Certification Workshop fee for each individual canceled/rescheduled for Certification Workshops at the following Utah resort locations: The Homestead, Sundance, Daniel's Summit and Stein Eriksen. For Certification Workshops scheduled at all other locations, if fifteen (15) days' written notice is not received, Client will be charged a fee of 75% of the Certification Workshop fee for each individual registrant who cancels and 25% of the Certification Workshop fee for each individual who reschedules. FranklinCovey may cancel/reschedule any Certification Workshop that does not have the minimum number of attendees. If FranklinCovey cancels a Certification Workshop, Client will not be assessed a cancellation/reschedule fee and the individuals will be rescheduled into the next available Certification Workshop.

- 8) **Withdrawal of Certification.** FranklinCovey may withdraw certification if (a) the Facilitator breaches the terms of this Agreement or the Facilitator Agreement, or (b) the Facilitator's performance does not meet the standards prescribed by FranklinCovey, or (c) the Facilitator is no longer employed or contracted by Client. If certification is withdrawn, Client may send another individual to a Certification Workshop in accordance with the terms of this Agreement. If certification is withdrawn, or Client no longer employs or contracts with the Facilitator, Client shall obtain from the Facilitator the applicable Facilitator Materials and any undistributed Participant Materials.
- 9) **Facilitator Materials.** Client shall purchase from FranklinCovey and provide to each Facilitator the prescribed Facilitator Materials. Client shall not permit any Facilitator Materials in its possession or under its control to be duplicated, modified or reproduced.
- 10) **Facilitator Notices.** FranklinCovey may send to Facilitators, via facsimile transmission or other means, notices, updates, correspondence, promotional materials, schedules, seminar descriptions, and other information.
- 11) **Facilitator Restrictions.** Client's Facilitators shall:
  - a) Present Facilitated Training only to Participants;
  - b) Present FranklinCovey Programs and use Facilitator/Participant Materials only as provided in this Agreement;
  - c) Not train others to conduct Facilitated Training unless authorized and certified by FranklinCovey to do so.
  - d) Present Facilitated Training in the format prescribed by FranklinCovey; and
  - e) Market or identify themselves as a Facilitator only to parties inside Client's organization.
- 12) **Restricted Use.** Client agrees that it shall not do any act or thing inconsistent with this Agreement, including presentation of Facilitated Training to Participants without paying the fees described in paragraph 4 of this Agreement or any person who is not a Participant. Client further agrees that it will not modify, translate, copy or transfer to any third party the Facilitator/Participant Materials or any other FranklinCovey materials without the prior written consent of FranklinCovey.
- 13) **Copyrights, Trademarks, and Proprietary Information.** The FranklinCovey Programs and all copyrights, trademarks and products relating thereto, including, without limitation, videotapes, overhead transparencies or digital presentation, Facilitated Training, Facilitator Materials, and all Participant Materials provided in connection therewith are the sole property of FranklinCovey. Such programs and materials, whether or not protected by copyright, are not to be copied or reproduced without the prior written approval of FranklinCovey. Client shall not make or allow anyone under its control to make any derivative works without the prior written approval of FranklinCovey. Any derivative works to FranklinCovey Programs or related materials shall be owned by FranklinCovey.
- 14) **Participant Materials and Consultant Expenses.** As of the effective date in the License Agreement, Client is entitled to purchase all FranklinCovey materials or services authorized under the License Agreement at FranklinCovey's current prices. Pricing is subject to change from time to time at FranklinCovey's discretion. FranklinCovey will invoice Client for all applicable state sales and use taxes with respect to the FranklinCovey Programs unless Client submits to FranklinCovey proof of Client's tax-exempt status. Shipping and handling for materials and expenses for travel, lodging and meals for Facilitator or Presenter are Client's responsibility. All shipments shall be FOB Shipping Point.
- 15) **Material Refunds/Updates.** FranklinCovey will extend a refund for unused facilitator and participant materials returned within thirty (30) days of purchase or workshop training date. Customized products, online profiles and online learning modules are not eligible for refund. Handheld organizers and software products must be returned within fourteen (14) days of purchase or workshop training date in the original, unopened packaging for refund. All materials carry an unconditional guarantee against any manufacturing defect for one (1) full year. FranklinCovey may modify, update or materially change any components of the Facilitator Materials. Upon request, Client will return any outdated Facilitator Materials to FranklinCovey and purchase and use any updated Facilitator Materials prescribed by FranklinCovey.
- 16) **Termination of License.** Client may terminate this Agreement upon written notice to FranklinCovey at the above address. FranklinCovey may terminate this Agreement upon written notice to Client at the above address (a) if Client or anyone under its control breaches any of the terms herein, (b) upon sixty (60) days' written notice if FranklinCovey determines to no longer grant such licenses, or (c) if the FranklinCovey Programs licensed hereunder are no longer available. Upon termination of the license, Client shall, at Client's expense, return to FranklinCovey all Facilitator Materials and undistributed Participants Materials, or certify to FranklinCovey that such materials have been destroyed.
- 17) **Miscellaneous.** This Agreement is not a license to use any materials not specifically set forth on the attached Exhibit(s). This Agreement represents the entire understanding between the parties and supersedes all prior agreements, whether written or oral, relating to the subject matter hereof. The terms of this Agreement shall prevail over any inconsistent terms contained in any subsequent purchase order (or similar document) sent or received in connection with this Agreement. Upon notice to Client, FranklinCovey may change fees contained herein and any Facilitator certification requirements. If 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. FranklinCovey is an Affirmative Action/Equal Opportunity Employer, and as such complies with the EEO clause of EO 11246, as amended, and 41 CFR 60-741.4 and 41 CFR 60-250.4.

**FranklinCovey Client Sales, Inc.**

**City of Peoria**

Signature: Coni Roller

Signature: Claudia Lujan

Printed Name: Coni Roller

Printed Name: Claudia Lujan

Title: Manager, Contract Administration

Title: Human Resources Consultant

Date: 21 December 2005

Date: \_\_\_\_\_

**A CON 03306**

### Exhibit A FranklinCovey Facilitator Agreement

The undersigned hereby acknowledges that he/she has read the Training License Agreement entered into between FranklinCovey Client Sales, Inc. and City of Peoria ("Organization") dated 21 December 2005 (the "Agreement"). The terms and conditions of the Agreement are specifically incorporated herein. Facilitator understands and agrees that:

- (1) he/she shall comply with and be bound by the restrictions and requirements imposed on the Client as to those terms defined in the Agreement, in all respects as if the undersigned had executed the Agreement in its original form;
- (2) this undertaking is required by FranklinCovey in order to certify the undersigned as a Facilitator;
- (3) he/she is not licensed, but is certified, to present FranklinCovey Programs as defined in the Agreement;
- (4) the license to present FranklinCovey Programs is granted solely to the Client; and,
- (5) the undersigned is certified to facilitate only the programs for which he/she is certified, as stated below, only during the term of the Agreement and only for the Participants defined in the Agreement.

THE UNDERSIGNED UNDERSTANDS AND AGREES THAT:

- (1) HE/SHE WILL NOT PROVIDE TRAINING TO ANYONE OTHER THAN THOSE PERSONS DESCRIBED AS PARTICIPANTS IN THE LICENSE AGREEMENT.
- (2) HE/SHE WILL NO LONGER BE CERTIFIED TO TRAIN ANYONE IN FRANKLINCOVEY PROGRAMS OR TRAIN ANYONE IN USING FRANKLINCOVEY MATERIALS, OR ANY MODIFICATION THEREOF, WHEN HE/SHE CEASES TO BE EMPLOYED BY OR UNDER CONTRACT WITH THE CLIENT, AND
- (3) THE TRAINING AND FACILITATOR MATERIALS IN THE UNDERSIGNED'S POSSESSION OR UNDER HIS/HER CONTROL ARE LICENSED MATERIALS BELONGING TO FRANKLINCOVEY AND WILL BE TURNED IN TO THE CLIENT WHEN HE/SHE CEASES TO BE EMPLOYED OR UNDER CONTRACT WITH THE CLIENT.

Dated this 18 day of January, 2006.

**Facilitator**

Claudia Lujan  
Signature

Claudia Lujan  
Name (Print or Type)

HR. Consultant  
Title/Rank

City of Peoria  
Organization

Business Address 8401 W. Monroe St.  
Peoria, AZ 85345

Business Phone: (623) 773-7687

Business Fax: (623) 773-7141

Email: Claudia.L@peoriaaz.com

Home Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_

**Programs for Which Facilitator is Certified**

Focus - Achieving Your Highest Priority  
Name of Certification Workshop

Date of Workshop: TBD

\_\_\_\_\_  
Name of Certification Workshop

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Date of Workshop:

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Name of Certification Workshop

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Date of Workshop:

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Name of Certification Workshop

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Date of Workshop:

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Name of Certification Workshop

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Date of Workshop:

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Name of Certification Workshop

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Date of Workshop:

**Exhibit B**  
**Facilitator Training Price Schedule**  
Government Tier  
(U.S. Pricing)

*As of the effective date in the License Agreement, Client is entitled to purchase all FranklinCovey materials or services authorized under the License Agreement at FranklinCovey's current prices. Pricing is subject to change within 30 days notice by FranklinCovey. FranklinCovey will invoice Client for all applicable state sales and use taxes with respect to the FranklinCovey Programs unless Client submits to FranklinCovey proof of Client's tax-exempt status. Shipping and handling for materials and expenses for travel, lodging and meals for Facilitator or Presenter are Client's responsibility. FOB Shipping Point.*

**The 7 Habits of Highly Effective People: Signature Program**

**Public Facilitator Certification (4 or 5 days)**

Participant Fee	\$2,350.00	Includes Facilitator Kit and 360° Benchmark
The 7 Habits Signature Video Set—VHS	\$1,600.00	Minimum one video or DVD set per company site required
The 7 Habits Signature DVD Set—Set of 2	\$1,600.00	Minimum one video or DVD set per company site required
7 Habits Planner Kit—Pre-Assembled	\$69.00	Available in Classic Size only
Franklin Planner Kit	\$54.00	Add \$20 for Monarch Size

**On-Site Facilitator Certification (4 or 5 days)**

Consultant Fee (per day)	\$3,500.00	Minimum fee. Rate increases for Senior Consultants
Facilitator Kit (required)	\$500.00	
The 7 Habits Signature Video Set—VHS	\$1,600.00	Minimum one video or DVD set per company site required
The 7 Habits Signature DVD Set—Set of 2	\$1,600.00	Minimum one video or DVD set per company site required
7 Habits Online Benchmark Profile		Included in the price of the Facilitator Kit for Certification Participants Only
7 Habits Planner Kit—Pre-Assembled	\$69.00	Available in Classic Size only
Franklin Planner Kit	\$54.00	Add \$20 for Monarch Size

**Participant Materials**

Participant Kit	\$110.00	
7 Habits Planner Kit—Pre-Assembled	\$69.00	Available in Classic Size only
Franklin Day Planner Kit	\$54.00	Add \$20 for Monarch Size
7 Habits Online Benchmark Profile: Manager	\$150.00	
7 Habits Paper Benchmark Profile: Manager	\$155.00	
7 Habits Online Benchmark Profile: Associate	\$115.00	
7 Habits Paper Benchmark Profile: Associate	\$120.00	
7 Habits Re-Benchmark: Manager	\$100.00	
7 Habits Re-Benchmark: Associate	\$100.00	
The 8 <sup>th</sup> Habit: From Effectiveness to Greatness (hardcover)	\$20.80	
The 7 Habits of Highly Effective People (paperback)	\$7.00	When combined with training
The 7 Habits Audio Learning System (4 tapes)	\$27.95	
The 7 Habits Audio on CD (Three discs)	\$23.95	
The 7 Habits Single Audio	\$6.00	

**The 7 Habits of Highly Effective People: Rapid Performance Modules**

RPM Facilitator Kit, Volume 1, 7H RPMs #1-16	\$90.00	Includes 1 copy of each RPM title, Users Guide, CD-ROM w/ PowerPoint, speakers notes
#1-Taking the Initiative to Respond Proactively	\$45.00	15 Booklets per Package
#2-Defining Key Priorities	\$45.00	15 Booklets per Package
#3-Acting with Integrity	\$45.00	15 Booklets per Package
#4-Focusing on Outcomes You can Control	\$45.00	15 Booklets per Package
#5-Becoming a Positive Influence	\$45.00	15 Booklets per Package
#6-Defining and Clarifying Your Mission	\$45.00	15 Booklets per Package
#7-Achieving Life Balance	\$45.00	15 Booklets per Package
#8-Managing Information Overload by Minimizing Fire Fighting	\$45.00	15 Booklets per Package
#9-Eliminating Low Priority Activities	\$45.00	15 Booklets per Package
#10-Collaboration Effectively	\$45.00	15 Booklets per Package
#11-Improving Results by Valuing Differences	\$45.00	15 Booklets per Package
#12-Improving Your Interpersonal Communication Skills	\$45.00	15 Booklets per Package
#13-Achieving Continuous Improvement	\$45.00	15 Booklets per Package
#14-Setting Effective Goals	\$45.00	15 Booklets per Package
#15-Becoming a Learning Organization	\$45.00	15 Booklets per Package
#16-Resolving Conflicts by Finding Common Ground	\$45.00	15 Booklets per Package
All 16 Titles in one package	\$45.00	

### The 7 Habits for Managers

Public Facilitator Certification (4 days)

Participant Fee	\$2,350.00	Includes Facilitator Kit
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On-Site Facilitator Certification (4 days)

Consultant Fee (per day)	\$3,500.00	Minimum fee. Rate increases for Senior Consultants
7 Habits Managers Facilitator Kit	\$500.00	

Participant Materials

7 Habits Managers Participant Kit	\$100.00	
7 Habits Planner Kit—Pre-Assembled	\$69.00	Available in Classic Size only

### The 7 Habits Maximizer

Public Facilitator Certification (1 day)

Participant Fee	\$1,350.00	Includes Facilitator Kit
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On-Site Facilitator Certification (1 day)

Consultant Fee (per day)	\$3,500.00	Minimum fee. Rate increases for Senior Consultants
7 Habits Maximizer Facilitator Kit	\$200.00	

Participant Materials

7 Habits Maximizer Participant Kit	\$35.00	
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### The 7 Habits of Highly Effective People: Introductory Course for Associates

Certification Training—Self-Certification

Pre-Requisite: Facilitator must be certified in The 7 Habits of Highly Effective People Signature Program

Self-Certification Fee	\$500.00	Includes Facilitator Kit
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Participant Materials

Participant Pack	\$65.00	Includes Participant Manual, Job Aid, Resource CD
Franklin Planner Starter Kit	\$54.00	Add \$20 for Monarch Size
7 Habits Planner Kit—Pre-Assembled	\$69.00	Available in Classic Size only

### The 4 Disciplines of Execution

Public Facilitator Certification/Open Enrollment (2 days)

Participant Fee	\$1350.00	Facilitator Kit Included
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On-Site Facilitator Certification (2 days)

Consultant Fee (per day)	\$3000.00	Minimum fee. Rate increases for Senior Consultants
Facilitator Kit (required)	\$500.00	

Participant Materials: Certified Facilitators

4 Disciplines Participant Kit	\$90.00	Includes Participant Pack and Electronic Work Compass software
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### xQ Questionnaire Pricing & Additional Terms

Public Facilitator Certification/Open Enrollment

Participant Fee	\$500.00	Facilitator Kit Included
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On-Site Facilitator Certification

Consultant Fee (per day)	\$3500.00	Minimum fee. Rate increases for Senior Consultants
Facilitator Kit (required)	\$200.00	

xQ Set Up

xQ Set Up Fee	\$3000.00	The set-up fee is mandatory. If the business structure is identical, the set-up fee is waived for subsequent questionnaires. Set-up fee includes an xQ Marketing Kit and 25 bound full-color printed reports.
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xQ Questionnaire

Quantity pricing is per invoice. Quantities can be accumulated over a six-month period to receive total volume discounts if the surveys are for the same initiative.

Up to 249	\$18.00	Price is per survey
250 - 499	\$17.00	Price is per survey
500 - 749	\$16.00	Price is per survey
750 - 999	\$15.00	Price is per survey
1,000 - 2,499	\$12.00	Price is per survey

2,500 – 4,999	\$11.00	Price is per survey
5,000 – 9,999	\$10.00	Price is per survey
10,000 – 14,999	\$9.00	Price is per survey
15,000 – 19,999	\$7.00	Price is per survey
20,000 +	\$5.00	Price is per survey

**Additional Materials: Certified Facilitators**

xQ Debrief Report	\$20.00	Price per copy (over 25)
xQ Poster Pack	\$120.00	Includes 50 posters
xQ Desk Drop Letter	\$15.00	Includes 100 letters
xQ Marketing CD	\$20.00	

**Additional Terms**

**xQ Client Project Manager:** Client must designate an employee of Client to be the xQ Client Project Manager to work with FranklinCovey to disseminate necessary xQ information. Client agrees to utilize its internal network and email systems, as coordinated by the xQ Client Project Manager, to disseminate the xQ Questionnaire URL site address to participants for data collection.

**Confidentiality:** All information provided about Client on the xQ Questionnaire is confidential and becomes the property of Client. Client understands that FranklinCovey will not release the data and/or anything that would release information about Client or the information submitters, unless as required by law. FranklinCovey retains the right to aggregate data gathered for research purposes and to use and release such aggregate information to other FranklinCovey customers and potential customers.

**Intellectual Property:** FranklinCovey owns all proprietary rights, copyrights, and trademarks rights to all xQ Service tools and materials as well as all Workshop concepts and materials. Any unauthorized use, reuse, copying, reproduction, recording, transmittal, modification or revisions of any such materials is expressly prohibited and shall constitute a breach of this Agreement and/or federal copyright and trademark laws. Nothing in this Agreement implies a grant of license for Client to use the xQ Service materials outside of the scope of this Agreement.

**xQ Report:** Client understands that the collected data that appears on the xQ Report may be edited for inappropriate and/or abusive comments and individual names deemed by FranklinCovey to be used in a negative sense.

**Disclaimer/Waiver:** FranklinCovey is not responsible for any claim, action, liability, damage, or concern arising from the use of the xQ Questionnaire form, report, or compiled information. FranklinCovey is not liable for any results or failure of results that may occur because of use, misuse, or nonuse of xQ Questionnaire information.

**FOCUS: Achieving Your Highest Priorities**

**Public Facilitator Certification/Open Enrollment (2½ days)**

Participant Fee	\$1350.00	Facilitator Kit included
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**On-Site Facilitator Certification (2½ days)**

Consultant Fee (per day)	\$2000.00	Minimum fee. Rate increases for Senior Consultants
Facilitator Kit (required)	\$500.00	

**Participant Materials: Certified Facilitators**

FOCUS Participant Kit	\$106.00	Includes Participant Pack & Franklin Planner Kit
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**Participant Materials: Separate Components**

FOCUS Participant Pack	\$52.00	Includes manual, job aids, self-assessment
Franklin Planner Kit	\$54.00	Add \$20 for Monarch size
Plan Plus for Microsoft Outlook	\$74.00	Price when purchased with training.

**FOCUS: Achieving Your Highest Priorities: Rapid Performance Modules**

FOCUS RPM Facilitator Kit	\$90.00	Includes 1 copy of each RPM title, Users Guide, CD-ROM with PowerPoint and speakers notes
#1-Aligning Your Actions with Company Values	\$50.00	15 Booklets per Package
#2-Balance Personal and Professional Roles	\$50.00	15 Booklets per Package
#3-Defining Personal and Professional Visions of Success	\$50.00	15 Booklets per Package
#4-Achieving Business Success Through Goal Setting	\$50.00	15 Booklets per Package
#5-Focusing and Executing Your Priorities: Living Above the Line	\$50.00	15 Booklets per Package
#6-Focusing on What You Can Control	\$50.00	15 Booklets per Package
#7-Managing Minutes—Voice Mail	\$50.00	15 Booklets per Package
#8-Managing Minutes—E-mail	\$50.00	15 Booklets per Package
#9-Building and Integrating an Effective Planning System	\$50.00	15 Booklets per Package
#10-Handling Crises Effectively	\$50.00	15 Booklets per Package
#11-Becoming an Asset to Your Company	\$50.00	15 Booklets per Package
#12-Discovering the Value of Saying No	\$50.00	15 Booklets per Package
#13-Conducting Effective Meetings, Teleconferences & Web Casts	\$50.00	15 Booklets per Package
#14-Unleashing the Power of Your Planner	\$50.00	15 Booklets per Package
#15-Harnessing the Power of Weekly Planning with PlanPlus	\$50.00	15 Booklets per Package
All 15 Titles in one package	\$50.00	

### What the CEO Wants You to Know: Building Business Acumen

#### Public Facilitator Certification/Open Enrollment

Participant Fee	\$1350.00	Facilitator Kit Included
<b>On-Site Facilitator Certification</b>		
Consultant Fee (per day)	\$3000.00	Minimum fee. Rate Increases for Senior Consultants
Facilitator Kit (required)	\$500.00	
<b>Participant Materials: Certified Facilitators</b>		
CEO Participant Kit	\$92.00	Includes Participant Pack & Franklin Planner Kit
<b>Additional Materials: Certified Facilitators</b>		
What the CEO Wants You to Know	\$19.95	Hardcover

### The 4 Roles of Leadership

#### Public Facilitator Certification (4 days; minimum 10 participants)

Participant Fee	\$2350.00	Includes Facilitator Kit and 4 Roles Profile
The 4 Roles Profile	\$150.00	
<b>On-Site Facilitator Certification (4 days)</b>		
Consultant Fee (per day)	\$3500.00	Minimum fee. Rate Increases for Senior Consultants
Facilitator Kit (required)	\$665.00	
The 4 Roles Profile		Included in the price of the Facilitator Kit for Certification Participants Only
<b>Participant Materials</b>		
Participant Manual	\$97.00	
The 4 Roles Profile	\$150.00	

### Project Management

#### Public Facilitator Certification (3½ days; minimum 10 participants)

Participant Fee	\$1350.00	Includes Facilitator Kit
<b>On-Site Facilitator Certification (5 days)</b>		
Consultant Fee (per day)	\$2000.00	Minimum fee. Rate Increases for Senior Consultants
Facilitator Kit (required)	\$500.00	
<b>Participant Materials</b>		
Participant Kit—1 Day	\$102.00	
Participant Kit—2 Day	\$114.00	

### Writing Advantage

#### Public Facilitator Certification (2 days; minimum 10 participants)

Participant Fee	\$1350.00	Includes Facilitator Kit
<b>On-Site Facilitator Certification (2 days)</b>		
Consultant Fee (per day)	\$2000.00	Minimum fee. Rate Increases for Senior Consultants
Facilitator Kit (required)	\$500.00	
<b>Participant Materials</b>		
Participant Kit	\$102.00	
FranklinCovey Style Guide CD-ROM	\$49.95	No book included
FranklinCovey Style Guide (w/CD-ROM)	\$49.95	

### Presentation Advantage

#### Public Facilitator Certification (2 days; minimum 10 participants)

Participant Fee	\$1350.00	Includes Facilitator Kit
<b>On-Site Facilitator Certification (2 days)</b>		
Consultant Fee (per day)	\$2000.00	Minimum fee. Rate Increases for Senior Consultants
Facilitator Kit (required)	\$500.00	
<b>Participant Materials</b>		
Participant Kit	\$102.00	Includes Participant Manual

### Meeting Advantage

Public Facilitator Certification (2 days; minimum 10 participants)

Participant Fee	\$1350.00	Includes Facilitator Kit
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On-Site Facilitator Certification (2 days)

Consultant Fee (per day)	\$2000.00	Minimum fee. Rate Increases for Senior Consultants
Facilitator Kit (required)	\$500.00	

Participant Materials

Participant Kit	\$102.00	
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### Rethinking Stress

Public Facilitator Certification (2½ days; minimum 10 participants)

Participant Fee	\$1350.00	Includes Facilitator Kit
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On-Site Facilitator Certification (3 days)

Consultant Fee (per day)	\$2000.00	Minimum fee. Rate Increases for Senior Consultants
Facilitator Kit (required)	\$500.00	

Participant Materials

Participant Kit	\$84.00	
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### Facilitator Enhancement Day

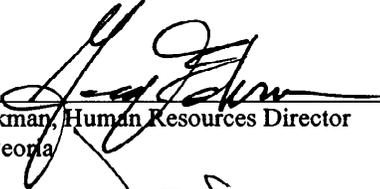
Participant Fee	\$99.00	
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### Self-Certification Courses

Building Trust

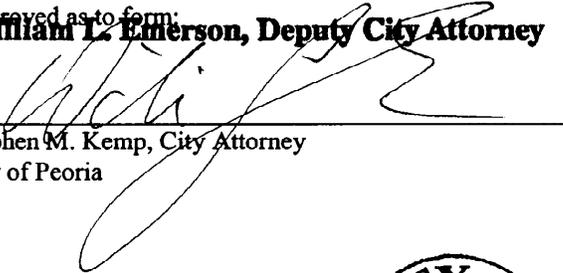
Facilitator Kit	\$500.00	
Participant Manual	\$52.00	
Profile (10 pack)	\$55.00	

CITY OF PEORIA, ARIZONA  
A Municipal Corporation

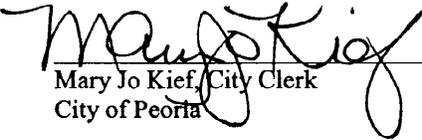
  
\_\_\_\_\_  
Greg Eckman, Human Resources Director  
City of Peoria

  
\_\_\_\_\_  
Herman Koebergen, Materials Manager  
City of Peoria

Approved as to form:  
**William L. Emerson, Deputy City Attorney**

*for*   
\_\_\_\_\_  
Stephen M. Kemp, City Attorney  
City of Peoria

Attested by:

  
\_\_\_\_\_  
Mary Jo Kief, City Clerk  
City of Peoria

