



Fulcrum Management Solutions
Inc.(“ThoughtExchange”)

Sales Contact: **Rupinder Pilkington**
Phone: **1-604-309-4755**
Email: **rupinder.pilkington@thoughtexchange.com**

Service Order

Order Number: **00001003**
Valid Until: **2025-06-30**

Customer Information

Bill To:		Sold To:	
Address:	Hays Consolidated Independent School District	Address:	Hays Consolidated Independent School District
	21003 IH35		410 Bois D'Arc
	Kyle, Texas		Lockhart, Texas
	78640		78610
	Contact Name: Christina Courson		Contact Name: Christina Courson
Contact Email: christina.courson@hayscisd.net		Contact Email: christina.courson@hayscisd.net	
Contact Phone: 512398-0033		Contact Phone: 512398-0033	

Pricing Details

Billing Frequency:	All Up-Front	Subscription Total:	\$55,642.60
Payment Terms:	Net 30 days	Total Payable:	\$55,642.60
Currency:	USD		

This is not an invoice –do not remit payment until an invoice has been issued.

Subscription Details

Subscription Start Date: 2025-07-01	Automatic Renewal: No
Subscription End Date: 2026-06-30	

Changed Product

Product	Features
Engagement+	<ul style="list-style-type: none">• Exchanges (for up to 5 Leaders)• Surveys (for up to 5 Leaders)• Access to Customer Success, Events and Resources and Product Support• Administrative Controls• AI Advisor and AI Article• Analytics and Data Visualization• Contact Box, Customisable Branding and Domain Limiting• Engagement Templates and Data Download• Integrations - Calendar and Participant Invitation• Machine Moderation, Multilingual Participation, Participation Groups• Rooms• Survey Branching, Survey Topics and Templates• Up to 5 Survey Data Imports• Up to 50 survey questions per Engagement• Data analyst role with Anonymous mode (does not include PII)

New Product

Product	Features
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Engagement+	<ul style="list-style-type: none"> • Exchanges (for up to 5 Leaders) • Surveys (for up to 5 Leaders) • Access to Customer Success, Events and Resources and Product Support • Administrative Controls • AI Advisor and AI Article • Analytics and Data Visualization • Contact Box, Customisable Branding and Domain Limiting • Engagement Templates and Data Download • Integrations - Calendar and Participant Invitation • Machine Moderation, Multilingual Participation, Participation Groups • Rooms • Survey Branching, Survey Topics and Templates • Up to 5 Survey Data Imports • Up to 50 survey questions per Engagement • Data analyst role with Anonymous mode (does not include PII)
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Services Description can be found at: <https://thoughtexchange.com/services-description/>

Additional Terms Notwithstanding anything to the contrary in the Subscription Terms (including Section 7.2), your subscription shall terminate on the Subscription End Date indicated on this Order Form and shall not automatically renew.

Purchase Order Information

Is a Purchase Order (PO) required? Yes ☐ No ☐
 Is the licensee exempt from sales and use tax? Yes ☐ No ☐

Customer Purchasing Contact Email: Christina.Courson@hayscisd.net

Any purchasing or vendor registration documents can be directed to accounts@thoughtexchange.com


Acceptance

By signing this Service Order, you: a) represent you are authorized to execute this agreement on behalf of the undersigned organization; (b) agree to purchase the subscription pursuant to the terms and fees set forth herein; (c) agree to pay the Total Payable (and applicable sales and use taxes) and authorize ThoughtExchange to submit invoices for such payment; and (d) agree to be bound by the terms and conditions published at <https://thoughtexchange.com/subscription-terms> (the "Terms").

Hays Consolidated Independent School District

By: _____
 Name: Christina Courson
 Title: Chief Human Resources Officer
 Date: _____

ThoughtExchange

DocuSigned by:

 By: _____
 Name: Andrew Oh
 Title: CFO
 Date: April 9, 2025 | 08:51:26 PDT

Certificate Of Completion

Envelope Id: F2E03F32-7567-4EF6-BA90-2785553C6FDE

Status: Delivered

Subject: Complete with Docusign: ThoughtExchange Renewal for Hays Consolidated Independent ...

Source Envelope:

Document Pages: 2

Signatures: 1

Envelope Originator:

Certificate Pages: 5

Initials: 0

Rupinder Pilkington

AutoNav: Enabled

Suite E, 1990 Columbia Ave PO Box 2260

Envelopeld Stamping: Enabled

Rossland, BC V0G 1Y0

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

rupinder.pilkington@thoughtexchange.com

IP Address: 216.232.179.95

Record Tracking

Status: Original

Holder: Rupinder Pilkington

Location: DocuSign

4/8/2025 9:24:52 PM

rupinder.pilkington@thoughtexchange.com

Signer Events

Signature

Timestamp

Andrew Oh

andrew.oh@thoughtexchange.com

CFO

Fulcrum Management Solutions Ltd.

Signing Group: TE Sales Signatory

Security Level: Email, Account Authentication
(None)

DocuSigned by:

9EA25F9F42474FF...

Signature Adoption: Pre-selected Style

Using IP Address: 24.87.50.143

Sent: 4/9/2025 5:00:07 AM

Viewed: 4/9/2025 5:39:54 AM

Signed: 4/9/2025 8:51:26 AM

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Christina Courson

Christina.Courson@hayscisd.net

Chief Human Resources Officer

Security Level: Email, Account Authentication
(None)

Sent: 4/9/2025 5:00:07 AM

Resent: 4/16/2025 11:06:40 AM

Resent: 5/5/2025 11:16:04 AM

Viewed: 5/5/2025 11:34:16 AM

Electronic Record and Signature Disclosure:

Accepted: 6/15/2023 1:16:39 PM

ID: a12d03f8-c047-47b5-ac47-c0a530db5200

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

CCAgreements

ccagreement@thoughtexchange.com

Security Level: Email, Account Authentication
(None)

COPIED

Sent: 4/9/2025 5:00:08 AM

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Laura Torres

Laura.Torres@hayscisd.net

Security Level: Email, Account Authentication
(None)

COPIED

Sent: 5/5/2025 11:15:58 AM

Electronic Record and Signature Disclosure:

Carbon Copy Events	Status	Timestamp
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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	4/9/2025 5:00:08 AM
Envelope Updated	Security Checked	5/5/2025 11:15:57 AM
Certified Delivered	Security Checked	5/5/2025 11:34:16 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure		
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Required hardware and software

Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	Allow per session cookies

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