

# The Oklahoma Business Ethics Consortium



ENTERING OUR ELEVENTH YEAR OF PROMOTING OKLAHOMA VALUES OF INTEGRITY AT WORK!

BE THE DIFFERENCE · WWW.OKETHICS.ORG

## AGENDA • AUGUST 25<sup>TH</sup>, 2016 • TULSA CHAPTER

### I. Welcome & Upcoming Events

**Lynn Flinn**

President of The Rowland Group;  
Tulsa Founder OK Ethics

#### • Building an Ethical Culture in Your Company

September 22, 2016

**Arthur J. Gallagher & Co.,**

Tom Tropp, Corporate Vice President,  
Ethics and Sustainability

#### • Watchdog Nation

October 6, 2016

**Dave Lieber**

NBC commentator; Dallas Morning News  
columnist; Founder of WatchdogNation.  
com; a consumer rights movement

### II. Membership Renewals

**Shannon Warren**

Founder/CEO, OK Ethics

Many thanks to those top-level members who are setting the pace! These companies have already acknowledged their intent to renew or upgrade their membership for the fiscal year beginning October 1.

#### • Pinnacle: \$10,000

**New:** Southern Nazarene University

**Upgrade:** Career Development Partners

**Renewal:** Devon Energy, Hobby Lobby,  
ONE Gas, Inc. (Pending) and Kimray, Inc.

#### • Navigator: \$8,000

**Renewal:** Valir Health

#### • Star: \$5,500

**Renewal:** Enterprise, Express Employment  
Professionals, Pelco Products Inc.

#### • Horizon: \$3,500

**Upgrade:** Boeing; Duncan Oil Properties

**Renewal:** Oklahoma Baptist University

### III. Membership Dues & Benefits

Please refer to page (6) in the agenda for  
details. Note changes to the Trailblazer  
and Frontier memberships.

### IV. Guiding Principle

**Pierce Norton**

CEO and President, ONEGas

### V. Speaker Introduction

**Tom Vincent**

OK Ethics Programs Committee,  
GableGotwals

### VI. Keynote

Oklahoma Labor Commissioner

**Melissa McLawhorn Houston**

**REMINDER: PLEASE PICK UP  
CPE CERTIFICATES AT THE  
CONCLUSION OF THE PROGRAM.**

Did you know that 501c3, non-profit organizations  
can join for free at the Frontier level?

Vision: To be recognized as a statewide and  
national forum for promoting business ethics.

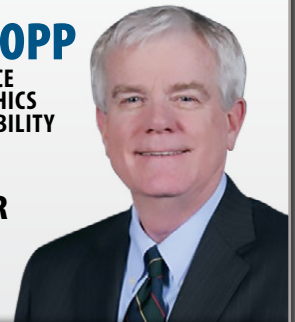
### UPCOMING EVENTS

#### BUILDING AN ETHICAL CULTURE IN YOUR COMPANY

**TOM TROPP**

CORPORATE VICE  
PRESIDENT, ETHICS  
AND SUSTAINABILITY

**ARTHUR J.  
GALLAGHER  
& CO.**



Sept. 22<sup>nd</sup> DOUBLETREE BY HILTON  
DOWNTOWN TULSA

#### DAVE LIEBER WATCHDOG NATION

NBC commentator;  
Dallas Morning News  
columnist; Founder of  
WatchdogNation.com;  
a consumer rights  
movement



Oct. 6 DOUBLETREE BY HILTON  
DOWNTOWN TULSA

#### PINNACLE MEMBERS



#### NAVIGATOR MEMBERS



#### STAR MEMBERS



# REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.

## APPRECIATION:

OK Ethics relies primarily on volunteers to achieve the organization's successful pursuit of Oklahoma's values of integrity at work. It takes leadership and teamwork to host these exciting events and we salute your dedication in achieving OK Ethics' mission! Listed below are today's volunteers who consistently provide service to our members:

## AGENDAS:

Thank you Dr. Steve Rockwell from the University of Tulsa for printing this month's agendas. We need help from individuals willing to print future agendas. Please contact Lynn Flinn at [lynn@rowland-group.com](mailto:lynn@rowland-group.com).

## VOLUNTEERS-AMBASSADOR TEAM:

These friendly people welcome our guests each month and assist in helping them locate seats. They also arrive early to help distribute agendas and assist with name tags.

<b>Karie Mullins</b>	<i>Navico</i>	<i>Team Leader</i>
<b>Chrisie Bedsworth</b>	<i>The Rowland Group</i>	<i>Ambassador</i>
<b>Mark Bellanger</b>	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
<b>Shelly Gallaway</b>	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
<b>Perry Henson</b>	<i>The Rowland Group</i>	<i>Ambassador</i>
<b>Laurie Rosenbaum</b>	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>

## VOLUNTEERS-REGISTRATION TEAM:

These dependable individuals diligently record our guests' attendance and handle the collection of fees:

<b>Alicia Goodloe</b>	<i>The Bama Companies, Inc.</i>	<i>Volunteer Coordinator &amp; Registration</i>
<b>David Christie</b>	<i>The Bama Companies, Inc.</i>	<i>Registration</i>
<b>Vanessa Statum</b>	<i>Career Development Partners, Inc.</i>	<i>Registration</i>

## SPECIAL INITIATIVES:

<b>Susie Wellendorf</b>	<i>Wellendorf Communications</i>	<i>PR</i>
<b>Michael Oonk</b>	<i>American Bank and Trust</i>	<i>Facilities &amp; Logistics</i>
<b>Lynn Flinn</b>	<i>The Rowland Group</i>	<i>Tulsa Chapter Founder &amp; Programs</i>
<b>James Kelley</b>	<i>The Rowland Group</i>	<i>Membership</i>
<b>Travis Jones</b>	<i>Career Development Partners</i>	<i>Programs &amp; Consortium Board member</i>
<b>Nick Minden</b>	<i>Darby Equipment</i>	<i>Programs</i>
<b>Tom Vincent</b>	<i>Gable Gotwals</i>	<i>Programs</i>
<b>Susan Pate</b>	<i>Stinnett &amp; Associates</i>	<i>Accountant</i>

## OTHER INITIATIVES:

<b>Jodi Shumway*</b>	<i>Accounting Principals</i>	<i>OK Ethics Member</i>
<b>Anna Rosenthal*</b>		<i>Care Coordinators</i>
<b>Factor 110*</b>		<i>Name Tags and Guest Services</i>
<b>The Creative Guy*</b>		<i>Agenda Design</i>

\*Paid Service Provider

## HELP WANTED:

- **General Counsel** to assist OK Ethics Consortium Board on a quarterly basis. Contact Shannon Warren at [okethics@okethics.com](mailto:okethics@okethics.com) or call (405) 858-2233.
- **Public Relations and/or Marketing** volunteers to assist Student Education & Ethics Development Foundation with launch of annual student ethics initiatives. (Formerly OK Ethics Foundation). Contact Colin Schoonover, Foundation Co-President at [Colin.Schoonover@onegas.com](mailto:Colin.Schoonover@onegas.com)
- **Ambassadors** to welcome and assist guests at monthly events. Please contact either Karie Mullins at [legalmullins@cox.net](mailto:legalmullins@cox.net) or Alicia Goodloe at [AGoodloe@bama.com](mailto:AGoodloe@bama.com).
- **Donate photocopies of agendas** for monthly events.

## MANY THANKS TO OUR HORIZON MEMBERS:





RECOMMENDED FOR 1 CPE IN ETHICS

# AWARD-WINNING ETHICAL PRACTICES

**THOMAS J. TROPP M.A.**  
*Corporate Vice President, Ethics and Sustainability*  
**ARTHUR J. GALLAGHER & CO.**

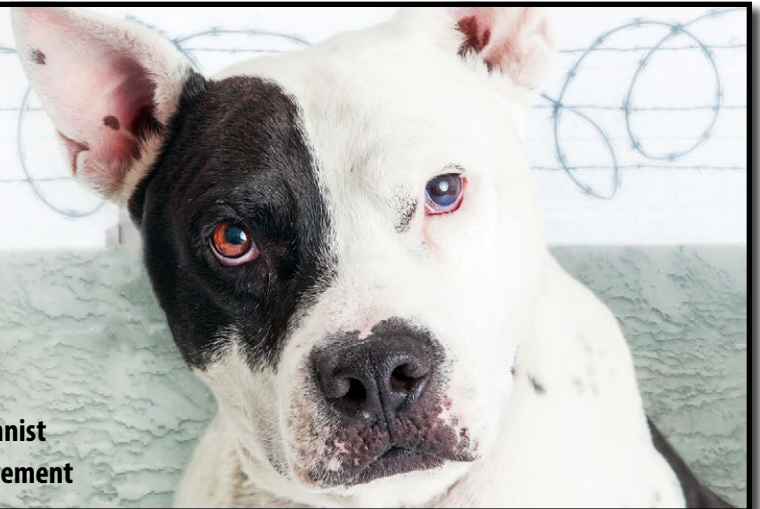
**THURSDAY, SEPTEMBER 22<sup>ND</sup>**  
11:30-1:00 AT DOUBLETREE BY HILTON



# DAVE LIEBER WATCHDOG NATION

**THURSDAY, OCTOBER 6**  
11:30-1:00 AT DOUBLETREE BY HILTON

- NBC commentator
- Award-winning investigative Dallas Morning News columnist
- Founder of WatchdogNation.com; a consumer rights movement



# HUMILITY UNDER FIRE THE PRESIDENT'S SON: STEVE FORD

**WEDNESDAY  
NOVEMBER 16<sup>TH</sup>**  
11:30-1:00 AT DOUBLETREE BY HILTON

- Unique perspective as the son of President Gerald Ford & First Lady Betty Ford
- Pardoning Nixon for Watergate
- Betty Ford's battle with alcoholism and breast cancer

## UPCOMING OKC EVENTS



**THINK LIKE AN OLYMPIAN**  
**JOHNNY QUINN**  
*Olympian & NFL Player*  
Wednesday, September 21 • 11:30 – 1:00

**WATCHDOG NATION**  
*Dave Lieber*  
Wednesday, October 5  
11:30 – 1:00

**HUMILITY UNDER FIRE**  
*The President's Son: Steve Ford*  
Thursday, November 17  
11:30 – 1:00



# MELISSA MCLAWHORN HOUSTON

**Oklahoma  
Commissioner  
of Labor**

## About our Presenter:

**M**elissa McLawhorn Houston serves the State of Oklahoma as Commissioner of Labor. She was appointed to office by Oklahoma Governor Mary Fallin on November 20th, 2015

Houston is an experienced administrator with extensive knowledge of state government. She served as the attorney general's chief of staff (2012-2015) and served for nine years (2002-2011) as the chief of staff for the Oklahoma Office of Homeland Security. Prior to that, she served as deputy director for the Oklahoma Sheriffs Association and as an attorney for the Oklahoma Truth in Sentencing Policy Advisory Commission.

Houston has extensive experience in state agency operational management, legislative process and budgeting. She has overseen and directed administrative operations of \$30 million in the attorney general's office and she oversaw and managed more than \$170 million in federal

programming and funds while chief of staff at the Office of Homeland Security.

Houston attended the University of Oklahoma where she earned a bachelor's degree in Letters in 1991 and a Juris Doctor in 1994. She is active in the community serving on several boards including the Oklahoma City National Memorial, the University of Oklahoma College of Arts & Sciences Board of Visitors, and the Cleveland County Community Sentencing Council. She is a graduate of Leadership Oklahoma, Leadership Norman and served as commissioner on the Oklahoma Commission on the Status of Women.

She and her husband, Ben Houston, who also is an attorney, live in Norman with their two young sons.

## **GENERAL PROGRAM DISCLAIMERS:**

**LEGAL:** Members of the Oklahoma Business Ethics Consortium frequently share information concerning various issues and developments that may have legal implications. The discussions, commentary, and handouts at Consortium meetings or presentations to other organizations are for general informational purposes only. They cover only some aspects of the subject topic, and do not constitute a complete legal analysis of the topic or how it might apply to any particular set of facts. Before taking any action based on information presented during a Consortium event, participants are encouraged to consult a qualified attorney.

**CPE'S:** From time to time, Continuing Professional Education credits are offered. Because OK Ethics relies heavily on volunteers to provide these, we do not have the manpower to send certificates after the program is completed.

**REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.**

**PHOTOGRAPHY:** Occasionally, photos of the event are made and these may be posted on the OK Ethics website or Facebook page. By attending the program, participants tacitly understand and agree to this process. If preferences are otherwise, please notify us at [okethics@yahoo.com](mailto:okethics@yahoo.com) or call (405) 889-0498 and we will be happy to comply with your wishes.

## **PRESENTATION STANDARDS:**

The observations and comments of presenters at Consortium meetings and networking are the views and opinions of the presenter and do not constitute the opinion or policies of the Consortium or any of its members. Presenters are respectfully requested to honor OK Ethics Guiding Principles as well as avoid profanity, preaching, politics, put-downs and self-promotion during their lectures. To ensure accountability, participants are invited to evaluate each program according to these and other standards.

**Visit [okethics.org](http://okethics.org) for resources, videos,  
articles and to see who's who.**

# ***Ethics Under Adversity***

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## ***I. Introduction:***

Living in times of adversity — but there is a way to live ethically during times of adversity by managing our internal and external thoughts and actions.

## ***II. Background — everyone has a story — part of understanding others is understanding their story***

## ***III. Ethical behavior in general maintains a strong compass — where are you going?***

1. Depends on the situation as to whether it is core principles or goals.  
Principles are foundational Goals are more situational.
2. Learn about yourself

## ***IV. During times of adversity – major of minor – focus on two areas***

1. Internal — thoughts, emotions, motivations
2. External — actions, treatment of others

## ***V. Conclusion***



# OK ETHICS FY 2016-17

## MEMBERSHIP DUES & BENEFITS

*Dues and new benefits are effective during the fiscal year that begins October 1, 2016 and ends September 30, 2017.*

**NOTE: Pinnacle, Navigator, and Star Members are invited to take advantage of a new Enhanced Hosting Option.** This special option is intended to provide opportunities for students or other community members from the nonprofit sector to attend. Contact OK Ethics CEO/Founder ([okethics@okethics.com](mailto:okethics@okethics.com)) for more information.

### **Pinnacle Membership – Dues \$10,000**

Highest level of involvement. Includes **sixteen pre-paid memberships**.

#### **Member Benefits:**

- **Reserved priority seating** defined as those seats as close as possible to the podium.
- **Inclusion in the OK Ethics Annual Awards banquet, which typically features high profile presenters.**
- Includes up to **20 seats per annum at special workshops, exclusive dinners/breakfasts with speakers or bonus programs** when offered. (Note: Does not include additional seats at Awards.)
- Special commemorative honor presented to your company acknowledging your meaningful support of OK Ethics' initiatives. Company logo **featured on table signs** at monthly events.
- **Company will be prominently listed as a flagship company** in special publication circulated throughout the Oklahoma business community. (*Membership commitment must be made by 10/1/2016 to be included*)
- **Company logo will be prominently featured** on the revised Home Page and "Who's Who" of OK Ethics website and customary communiqués, including meeting notices and agendas.
- Funds earmarked in your company's name to **support university and high school student initiatives** through S.E.E.D. (formerly known as the OK Ethics Foundation).

### **Navigator Membership – Dues \$8,000**

Includes **sixteen pre-paid memberships** for participation in every regular chapter activity.

#### **Member Benefits:**

- **Reserved special seating with logo prominently featured on table sign.**
- Inclusion in the Annual Awards banquet.
- Company will be prominently listed as a **flagship company** in special publication circulated throughout the Oklahoma business community. (*Membership commitment must be*

made by 10/1/2016 to be included)

- Company logo will be prominently featured on the revised Home Page and "Who's Who" of OK Ethics website and customary communiqués, including meeting notices and agendas.
- Funds earmarked in your company's name to support university and high school student initiatives through S.E.E.D. (formerly known as the OK Ethics Foundation).
- Special member honor presented to your company acknowledging your meaningful support of OK Ethics' initiatives.

### **Oklahoma Star Membership – Dues \$5,500**

A prominent level of involvement that includes **eight pre-paid seats at special reserved tables** for participation in every regular chapter activity and the Annual Awards program.

#### **Member Benefits:**

- **Special reserved seating** with table signs prominently featuring your company's logo.
- Inclusion in the Annual Awards banquet that typically features high profile presenters.
- Company will be prominently listed as a **flagship company** in special publication circulated throughout the Oklahoma business community. (*Membership commitment must be made by 10/1/2016 to be included*)
- Featured in "Who's Who" of OK Ethics website as well as routine communiqués, including meeting notices and agendas.
- Company will be routinely highlighted on the home page of the OK Ethics website.
- Funds earmarked in your company's name to support university and high school student initiatives through S.E.E.D. (formerly known as the OK Ethics Foundation).
- Special member honor presented to your company acknowledging your meaningful support of OK Ethics' initiatives.

### **Horizon Membership – Dues \$3,500**

#### **Member Benefits:**



Includes **eight pre-paid memberships** for participation in most chapter activities with the *exception of the Annual Awards banquet* and special bonus workshops.

- Convenience of reserved seating for all programs, *except* the Annual Awards event.
- Company will be prominently listed as a **flagship company** in special publication circulated throughout the Oklahoma business community. (Membership commitment must be made by 10/1/2016 to be included)
- Featured in “Who’s Who” page on OK Ethics website. Special plaque presented to your company acknowledging your meaningful support of OK Ethics’ initiatives.

### **Leading Membership – Dues \$1,500**

Includes **two pre-paid memberships** for participation in all chapter activities except bonus workshops.

- Reserved seating for all OK Ethics events.
- Admittance to the Annual Awards event, which typically features high-profile presenters.
- Company will be prominently listed as a **flagship company** in special publication circulated throughout the Oklahoma business community. (Membership commitment must be made by 10/1/2016 to be included)
- Featured in “Who’s Who” of OK Ethics website.

### **Trailblazer Membership – Dues \$750**

This level is intended for self-employed individuals and is beneficial in avoiding the hassle of cutting a check each month. It provides for a **single (one) pre-paid** membership for participation in all regular chapter activities.

- Reserved seating for all OK Ethics events with table signs featuring your company’s logo.
- Participation in annual awards banquet that typically features high profile presenters.
- Presentation of commemorative honor representing your support of OK Ethics’ initiatives.
- Mentioned in “Who’s Who” on OK Ethics website.

### **Frontier Membership – Dues \$400**

#### **Member Benefits:**

This membership is intended for small businesses or self-employed individuals who wish to make a meaningful contribution to OK Ethics’ mission of promoting Oklahoma values of integrity at work. This level allows for **one individual to receive a discounted member rate** at regular monthly events. The company’s logo will be featured on the Who’s Who section of the OK Ethics website.

### **Special Nonprofit/NGO Membership – Dues \$0**

#### **Nonprofit/NGO Member Benefits:**

- Certain nonprofit organizations may be eligible for a free Frontier membership. (See the “Join Now” tab on OK Ethics website for criteria and details.)

### **Scout Membership – Dues \$100**

Individual receives discounts for attendance in most chapter activities. Unless otherwise specified, event costs are typically set at \$30 for members and \$45 for non-members.

### **Retiree Membership – Dues \$25**

In recognition for the valuable volunteer services provided by our retirees, OK Ethics offers a discount to retirees who are actively involved in our activities.

Individual receives discounts on meals for participation in most chapter activities. Unless otherwise specified, event costs are typically set at \$30 for members and \$45 for non-members.

### **Transitional Membership – Dues \$0**

As a special service to the community during these challenging economic times, OK Ethics will offer a free Scout membership to anyone who has been laid off from a professional capacity position. Unless otherwise specified, event costs are typically set at \$30 for members and \$45 for non-members. Please note that our primary purpose remains a discussion of ethical behavior in the workplace. Although networking is an additional benefit of these discussions, guests are asked to refrain from imposing job requests or resumes on other participants unless invited to do so.

### **Student Membership – Dues \$0**

Students with member schools may join for free. Unless otherwise specified, event costs are typically set at \$30 for members and \$45 for non-members. For more information, consult your campus’ advisor as indicated under the Who’s Who tab, Student Chapters page of the OK Ethics website. Others may join at the Scout level.

Please note that our primary purpose remains a discussion of ethical behavior in the workplace. Although networking is an additional benefit of these discussions, guests are asked to refrain from imposing job requests or resumes on other participants unless invited to do so.

#### **All Membership Levels**

Each participant must continue to make reservations for each meeting in order for volunteers to prepare name tags and provide accurate head counts to our banquet facilities.

# OK ETHICS FY 2016-17

## MEMBERSHIP COMPARISON TABLE

Members Level	Dues	Seating	Pre-paid Seats	Company logo featured as OK Ethics monthly agendas?	Special workshops & events with featured speakers	S.E.E.D. Foundation*	OK Ethics Awards	Featured in "Who's Who"	Recognition Honor
<b>Pinnacle</b>	<b>\$10,000</b>	Premium with signage	16	Yes	Up to 20 seats per year	Donation in your company's name	16 seats	Yes	Objet d'art
<b>Navigator</b>	<b>\$8,000</b>	Exclusive with signage	16	Yes	-	Donation in your company's name	16 seats	Yes	Objet d'art
<b>Star</b>	<b>\$5,500</b>	Special with signage	8	Yes	-	Donation in your company's name	8 seats	Yes	Objet d'art
<b>Horizon</b>	<b>\$3,500</b>	Reserved with signage	8	Limited	-	-	-	Yes	Plaque
<b>Leading</b>	<b>\$1,500</b>	Reserved	2	Limited	-	-	2 Seats	Yes	Plaque
<b>Trailblazer</b>	<b>\$750</b>	Reserved	1	Limited	-	-	1 Seat	Yes	TBD
<b>Frontier</b>	<b>\$400</b>	Open	-	Website only	-	-	-	Yes	-
<b>Frontier (Non-Profit/NGO**)</b>	<b>\$0</b>	Open	-	Website only	-	-	-	Yes	-
<b>Scout</b>	<b>\$100</b>	Open	-	-	-	-	-	-	-
<b>Scout (Retiree)</b>	<b>\$25</b>	Open	-	-	-	-	-	-	-
<b>Scout (Job transition only)</b>	<b>\$0</b>	Open	-	-	-	-	-	-	-
<b>Student***</b>	<b>\$0</b>	Open	-	-	-	-	-	-	-

\* S.E.E.D. Foundation = Student Education & Ethics Foundation (formerly OK Ethics Foundation)

\*\* NGO = Non-Government Organization

\*\*\* Must be a member of a student ethics chapter or pre-approved affiliated academic institution



**OK ETHICS®**

# JOIN NOW!

Be sure your company logo is featured in the new OK Ethics Member Guide. New fiscal year begins 10/1/2016.

**Visit [www.okethics.com](http://www.okethics.com) for more information.**

**Promoting Oklahoma values of integrity at work!**



# GUIDING PRINCIPLES

Adopted July, 2004

To ensure that the Consortium fosters positive characteristics of integrity in the successful achievement of its goals, these Guiding Principles were discussed and adopted (with revisions) during a milestone planning session held by Consortium leaders in Stroud on June 18, 2004. These principles were developed based on the Character First's values and philosophies.

## RESPONSIBILITY TO SELF AND OTHERS

### Service

- Passion for promoting ethics and integrity
- Encouraging the promotion of ethical behavior through personal actions and
- Sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium.

### Collaboration

- Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- Service to the Consortium over promotion of self-interest
- Cooperation emphasized over competition in promoting ethical business conduct
- Members collaborate by being constructively engaged in discussions regarding ethics
- Seeking consensus in interactive discussions regarding ethical matters.

### Respect

- Members may become aware of confidential information shared by others in an effort to determine an ethical course of action. We ask members to be sensitive in recognizing and respecting the efforts made toward achieving ethical behavior. In that vein, public disclosure of this information is discouraged.
- We respect other members and the process by:
  - Exhibiting listening skills and actively listening to discussions
  - Being open to other points of view and outcomes
- We are an inclusive organization and demonstrate this by welcoming members who are in different stages of learning as applied to ethical behavior.

## LEAD WITH INTEGRITY

### Dependability

- Members are asked to demonstrate their support of this initiative by consistently attending meetings.

### Initiative

- Recruiting other members who have demonstrated a desire to promote ethical behavior in their organizations.
- Recognizing what needs to be done to help promote the Mission of the Consortium and taking action to assist in that effort.

### Honor

- Members are asked to honor the Consortium through the practice of integrity and ethical behavior in their business dealings.
- We express gratefulness to our hosts, sponsors and speakers; as well as to those whose volunteer service makes OK Ethics a stronger organization.
- Realizing that each of us is in a mode of continual learning, we demonstrate humility, care and compassion when sharing our thoughts and knowledge.

### Courage

- Speak the truth with confidence and encourage others to do the same.

## INSPIRE TRUST

**We serve and promote the cause of truth with integrity, objectivity and fairness to all persons.**

- We hold ourselves accountable by consistently honoring our word.
- We extend trust abundantly to those who have earned it.
- Trust, once earned, will not be taken for granted, manipulated or abused.

**Visit [okethics.org](http://okethics.org) for resources, videos, articles and to see Who's Who.**



**Like us on  
Facebook.**

