

# The Oklahoma Business Ethics Consortium



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

BE THE DIFFERENCE · WWW.OKETHICS.ORG

## AGENDA • OCTOBER 8<sup>TH</sup>, 2014 • OKC CHAPTER | UPCOMING EVENTS

### I. Introduction & Welcoming Remarks

*Joy LaBar, Treasurer, OK Ethics Foundation; Vice President, Internal Audit, SandRidge Energy*

### II. Join Now!

*Kudos to our Pacesetter companies! See page 2 for a list of Pacesetter companies!*

### III. Upcoming Events

*Shannon Warren, Founder, OK Ethics*



*Experimenting with different venues. Watch bulletins for location information.*

*See page 6 for more information.*

*Advance reservations are required for all events.*

#### November 12

*"The Moral Business Through Ethical Competency"*

*Dr. Ronald Paul Hill*

*Villanova School of Business*

*Recommended for 1 CPE in Ethics*

#### January 14

*"Ethics on Trial"*

*Presented by Jim Priest (Rubenstein & Pitts), Charlie Plumb (McAfee & Taft), Dr. Steve Ellis (University of Oklahoma) and former Lt. Gov. Jari Askins.*

*NEW LOCATION:*

*St. Luke's United Methodist Church*

*Recommended for 1 CPE in Ethics*

### IV. Discussion Topic

*How does your company reinforce a positive culture that reflects integrity? What specific outcomes have you observed as a result of the company's efforts?*

### V. Guiding Principle

*Tony Blasier, OK Ethics Foundation Board of Directors; Vice President, Corporate Services & Chief Security Officer, Chesapeake Energy*

### VI. Introduction

*Todd Lisle, CPA, CIA, CFE, ABV President, OK Ethics Consortium; Managing Partner of BKD, LLP*

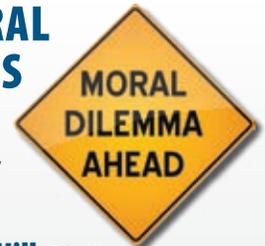
### VII. Keynote

*"Culture, Ethics & Business Performance"*

*Doug Lawler*

*CEO, Chesapeake Energy*

### THE MORAL BUSINESS THROUGH ETHICAL COMPETENCY



*Presented by*

**Ronald Paul Hill, Ph.D.**

*Richard J. and Barbara Naclerio Endowed Chairholder, Villanova School of Business*

*Recommended for 1 CPE in Ethics.*

**Oklahoma City:**  
**November 12**  
**11:30AM-1:00PM**

**The Petroleum Club**

**Tulsa:**  
**November 13**  
**11:30AM-1:00PM**

**Doubletree Hotel**

## RECOMMENDED FOR 1 CPE IN ETHICS ON TRIAL

**PROSECUTION**  
**JIM PRIEST**  
*Attorney with Rubenstein & Pitts*

**JUDGE**  
**JARI ASKINS**  
*Former Lieutenant Governor*

**DEFENSE**  
**CHARLIE PLUMB**  
*Shareholder and Attorney for McAfee & Taft*

**DEFENDANT**  
**DR. STEVE ELLIS**  
*Professor of Philosophy, University of Oklahoma*

**YOU'RE THE JURY.**

**WEDNESDAY, JANUARY 14, 2015**

*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.**

PINNACLE MEMBERS	NAVIGATOR MEMBERS	MEDIA ALLIES	STAR MEMBERS

# KUDOS TO OUR PACESETTER COMPANIES:

*We appreciate these companies that have renewed or upgraded their commitment to OK Ethics for FY14-15.*

**PINNACLE, NAVIGATOR, AND STAR PACESETTER MEMBERS LISTED ON PAGE 1.**  
**HORIZON PACESETTER MEMBERS LISTED ON PAGE 3.**

## LEADING MEMBERS



## TRAILBLAZER MEMBERS



## FRONTIER MEMBERS



## FRONTIER MEMBERS (NON PROFIT)



## VOLUNTEER 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:

Many thanks to the volunteers from **Metro Technology Centers** who provide our monthly agendas.

### 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>Daniel Yunker</b>	<i>Kimray, Inc.</i>	<i>Senior Team Leader</i>
<b>Thad Chance</b>	<i>Accounting Principals</i>	<i>Team Leader</i>
<b>John Burnett</b>	<i>Kimray, Inc.</i>	<i>Ambassador</i>
<b>Valorie Hodges</b>	<i>Valir Health</i>	<i>Ambassador</i>
<b>Eric Parrow</b>	<i>Kimray, Inc.</i>	<i>Ambassador</i>
<b>Jacob Pasby</b>	<i>Arnold Oil</i>	<i>Ambassador</i>

### REGISTRATION TEAM:

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

<b>Mark Neumeister, CPA</b>	<i>D. R. Payne &amp; Associates</i>	<i>Registration Chairperson</i>
<b>Mary Kay Huggard</b>	<i>Principal Technologies</i>	<i>Cash &amp; Visitors</i>
<b>Marvinette Ponder</b>	<i>Devon Energy</i>	<i>Pre-paid Registration Co-Chair</i>
<b>Lucius Crandall</b>	<i>SandRidge Energy</i>	<i>Pre-paid Registration</i>
<b>Brandy Weldon</b>	<i>SandRidge Energy</i>	<i>Pre-paid Registration</i>

### SPECIAL INITIATIVES:

<b>Mark Nance</b>	<i>American Fidelity Assurance</i>	<i>Membership Chair</i>
<b>Susan Pate</b>	<i>Stinnett &amp; Associates</i>	<i>Accountant</i>
<b>Jamie O'Brien</b>	<i>Eide Bailly, LLP</i>	<i>Facilities &amp; Logistics Chair</i>

### OTHER INITIATIVES:

<b>Jalisha Petties*</b>	<i>OK Ethics</i>	<i>Member Care Coordinator</i>
<b>Factor 110*</b>		<i>Name Tags and Guest Services</i>
<b>Sue Miller*</b>	<i>Accel Financial Staffing</i>	<i>E-notices</i>

\*Paid Service Provider



**TUNE IN!** Our own **Bob Byrne** and **Shirley Mears** featured on the morning drive for **Hank FM 99.7 (Classic country western)** – Tune in between 7:00 and 8:00 a.m. to learn more about Oklahoma's legacy! Also, hear interviews with speakers thanks to Champlin Broadcasting and the folks with the Oklahoma Heritage Association who provide the research for our historic profiles!

### JOIN THE TEAM:

**Want to be part of the recruiting team that helps OK Ethics flourish? Talk to these leaders below:**

- **Join the Ambassador team!** Contact Daniel Yunker at [dyunker@kimray.com](mailto:dyunker@kimray.com). Volunteers arrive early to distribute agendas and assist guests in locating seats.

## MANY THANKS TO OUR HORIZON MEMBERS:





# CULTURE, ETHICS & BUSINESS PERFORMANCE

*Presented by*  
**Robert D. "Doug" Lawler**  
*Chief Executive Officer,*  
*Chesapeake Energy*

## About our presenter:

Robert D. "Doug" Lawler has been President and Chief Executive Officer of Chesapeake Energy since June 2013. Before joining Chesapeake, Mr. Lawler served as Senior Vice President of International and Deepwater Operations at Anadarko Petroleum Corporation and as a member of Anadarko's Executive Committee from July 2012 to June 2013. Prior to that time, he served as Anadarko's Vice President of International Operations from December 2011 to July 2012, Vice President of Operations for the Southern and Appalachia Region from March 2009 to July 2012 and Vice President of Corporate Planning from August 2008 to March 2009. Mr. Lawler began his career with

Kerr-McGee Corporation in 1988 and joined Anadarko following its acquisition of Kerr-McGee in August 2006.

Mr. Lawler currently serves as an Executive Committee member for America's Natural Gas Alliance and is a Board Member of the American Petroleum Institute, Business Roundtable, Oklahoma Independent Petroleum Association and State Chamber of Oklahoma. He serves on the boards of United Way of Central Oklahoma, the Last Frontier Council of the Boy Scouts of America, and the Houston Grand Opera. Mr. Lawler graduated from the Colorado School of Mines in 1988 and from Rice University in 2002.

*This program is not recommended for Continuing Professional Education because it does not meet the Oklahoma Accountancy Board standards. However, be sure to register for the next two events, which are indeed recommended for 1 CPE.*



**Like us on  
Facebook.**



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

## **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.

**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.

# 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.**



HELP GET THE WORD OUT: PLEASE POST THIS ON YOUR COMPANY'S BULLETIN BOARD

# UPCOMING OKC EVENTS

**OK ETHICS STATEWIDE STUDENT ETHICS CHALLENGE**

**November 1, 2014**  
8:00AM-2:00PM

Rose State College  
Professional Training and Education Center

**THE MORAL BUSINESS THROUGH ETHICAL COMPETENCY**

Presented by  
**Ronald Paul Hill, Ph.D.**  
Richard J. and Barbara Naclerio Endowed Chairholder, Villanova School of Business  
Recommended for 1 CPE in Ethics.

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**Oklahoma City:** November 12  
11:30AM-1:00PM  
The Petroleum Club

**Tulsa:** November 13  
11:30AM-1:00PM  
Doubletree Hotel

RECOMMENDED FOR 1 CPE IN ETHICS

**ETHICS ON TRIAL**

PROSECUTION **JIM PRIEST**  
Attorney with Rubenstein & Pitts

DEFENSE **CHARLIE PLUMB**  
Shareholder and Attorney for McAfee & Taft

JUDGE **JARI ASKINS**  
Former Lieutenant Governor

DEFENDANT **DR. STEVE ELLIS**  
Professor of Philosophy, University of Oklahoma

**YOU'RE THE JURY.**

**WEDNESDAY, JANUARY 14, 2015**  
ST. LUKE'S UNITED METHODIST CHURCH

**2015 OK ETHICS AWARDS**

**STEPHEN HOWARD**  
ESPN College Basketball Analyst

May 1, 2015  
Tower Hotel  
Oklahoma City

**Are You Normal?**

Warren Martin is available to do meaningful, on-site ethics training based on his popular presentation to our OK Ethics chapters. Visit OK Ethics website to see a video of these entertaining and informative past presentations.

Contact Shannon Warren at [warrenokla@cox.net](mailto:warrenokla@cox.net) if you are interested.

J.J. Milligan

**ETHICS SYMPOSIUM**

FORMER WORLDCOM CONTROLLER

**DAVID MYERS**

*The Slippery Slope: Learning from Someone Else's Mistakes*

OCTOBER 28  
JUDD THEATRE  
7:30PM

FREE EVENT  
(1 Hour CPE Credit)

TO REGISTER BY OCTOBER 24:  
[OC.EDU/DAVIDMYERS](http://OC.EDU/DAVIDMYERS)

OKLAHOMA CHRISTIAN UNIVERSITY  
COLLEGE OF BUSINESS ADMINISTRATION

# UPCOMING TULSA EVENTS

**TRUST, TEAMWORK & THUNDERDOG'S TRIUMPH**

Presented by **Mike Hingson**  
Best Selling Author and Inspirational Speaker

Thursday, October 16, 2014  
11:30AM-1:00PM

Doubletree Hotel  
Tulsa

Recommended for 1 CPE in Ethics.

**ETHICS AND ENTREPRENEURSHIP**

**THE POSSIBLE DREAM?**

Presented by **Elliot Nelson**  
McNellie's Group

Thursday, January 15th, 2015  
11:30AM-1:00PM

**EMOTIONAL VAMPIRES**

Presented by **MARSHA PETRIE SUE**

Recommended for 1 CPE in Ethics.

WEDNESDAY, FEBRUARY 4, 2015  
11:30am-1:00pm  
DOUBLETREE HOTEL, TULSA



# OK ETHICS 2014-2015 MEMBERSHIP DUES & BENEFITS

Please note that dues are effective during the fiscal year that begins October 1, 2014 and ends September 30, 2015. OK Ethics does not typically prorate dues, except during the last quarter and only by special permission from the OK Ethics Board and/or Founder. Occasionally, OK Ethics may offer workshops or programs that are not necessarily included in the price schedule below.

## Pinnacle Membership

Dues \$10,000

**REGULAR OPTION:** This is the highest level of participation. Includes *sixteen pre-paid memberships* with *premium seating* for every regular monthly program as well as *in the annual OK Ethics Awards banquet to be held May 1 and features keynote speaker, ESPN's Stephen Howard.*

**ENHANCED OPTION:** This level includes an option for the company to allow up to eight additional seats (or fewer as specified) to be used by students who are involved in ethics initiatives on their campuses. This is more than the sixteen reservations per month for the seats reserved for the company's members. Any empty corporate seats will be filled first by company representatives before extras will be donated for students to use. As a convenience, if your company exceeds the regular allotment of sixteen guests per meeting including students, OK Ethics will bill your company for additional attendees at the end of the fiscal year (September 30, 2015).

### MEMBER BENEFITS:

- *Reserved premium seating* defined as tables closest to the podium.
- Includes up to *20 seats at special workshops, exclusive dinners/breakfasts with speakers or bonus programs* as offered per year. (Note: Does not include additional seats at OK Ethics Awards.)
- Inclusion in the annual OK Ethics Awards banquet.
- Special commemorative award presented to your company acknowledging your meaningful support of OK Ethics' initiatives.
- *Logos featured on table signs* at monthly events.
- 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 college initiatives including an opportunity to support Oklahoma's winning teams in the Regional

Ethics Bowl Regional Competition in San Antonio. Your logo will be prominently featured in communiqués promoting events indicating your organization's major sponsorship of these student initiatives.

## Navigator Membership

Dues \$8,000

**REGULAR OPTION:** Includes *sixteen pre-paid memberships* for participation in every regular chapter activity, including *the annual OK Ethics Awards banquet to be held May 1 and features keynote speaker, ESPN's Stephen Howard.*

**ENHANCED OPTION:** This level includes an option for the company to allow up to eight additional seats (or fewer as specified) to be used by students who are involved in ethics initiatives on their campuses. This is more than the sixteen reservations per month for the seats reserved for the company's members. Any empty corporate seats will be filled first by company representatives before extras will be donated for students to use. As a convenience, if your company exceeds the regular allotment of sixteen guests per meeting including students, OK Ethics will bill your company for additional attendees at the end of the fiscal year (September 30, 2015).

### MEMBER BENEFITS:

- 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 college initiatives including an opportunity to support Oklahoma's winning teams participate in the Regional Ethics Bowl Regional Competition in San Antonio. Your logo will be prominently featured in communiqués promoting events indicating your organization's major sponsorship of these student initiatives.
- Crystal obelisk presented to your company acknowledging your meaningful support of *OK Ethics' initiatives.*

## Oklahoma Star Membership

Dues \$5,500

**REGULAR OPTION:** A prominent level of involvement that includes *eight pre-paid seats at special reserved tables* for participation in every regular chapter activity. *Inclusion in the annual OK Ethics Awards banquet.*

Please note that 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.

**ENHANCED OPTION:** This level includes an option for the company to allow up to *four additional seats* (or fewer as specified) to be used by students who are involved in ethics initiatives on their campuses. This is more than the eight reservations per month for the seats reserved for the company's members. Any empty corporate seats will be filled first by company representatives before extras will be donated for students to use. As a convenience, if your company exceeds the regular allotment of eight guests per meeting including students, OK Ethics will bill your company for additional attendees at the end of the fiscal year (September 30, 2015).

### MEMBER BENEFITS:

- 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 college initiatives including Oklahoma's winning teams that participate in the Regional Ethics Bowl Competition held in San Antonio. Your logo will be prominently featured in communiqués promoting events indicating your organization's major sponsorship of these student initiatives.
- Special crystal star obelisk presented to your company acknowledging your meaningful support of OK Ethics' initiatives.

## Horizon Membership

**Dues \$3,500**

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

Please note that 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.

- Convenience of reserved seating for all programs, except the annual OK Ethics Awards event.
- Featured in “Who’s Who” page on OK Ethics website.
- Special plaque presented to your company acknowledging your meaningful support of OK Ethics’ initiatives.

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## Leading Membership

**Dues \$1,500**

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

- Attendance at the annual OK Ethics Awards event and the special tenth anniversary gala.
- Featured in “Who’s Who” of OK Ethics website.

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## Trailblazer Membership

**Dues \$500**

Basic pre-paid membership level. Includes one pre-paid membership for participation in all regular chapter activities, *except special bonus workshops and the annual OK Ethics Awards.*

- Mentioned in “Who’s Who” on OK Ethics website.
- Consider pledging an additional \$100 to support the OK Ethics Foundation activities on school campuses. We will feature your logo in publications related to that endeavor so the academic advisors and their students are aware of your company’s support for these important initiatives. To pledge your support, go to the Who’s Who page of the OK Ethics website and click on Student Initiatives.

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## Frontier Membership

**Dues \$400**

Eight members from your company will receive 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.

*Note that this category may exclude discounts for the annual OK Ethics Awards and special bonus workshops. (See Horizon or Star membership categories for upgrades.)*

- Consider pledging an additional \$100 to support the OK Ethics Foundation activities on school campuses. We will feature your logo in publications related to that endeavor so the academic advisors and their students are aware of your company’s support for these important initiatives. To pledge your support, go to the Who’s Who page of the OK Ethics website and click on Student Initiatives.

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## Non-Profit Membership

**Dues \$0**

As a special service to the community, OK Ethics offers free Frontier memberships to non-profit/non-government organizations and staff. The only thing we ask in return is that you help us by promoting our organization to your members. See website for details. Unless otherwise specified, event costs are typically set at \$30 for members and \$45 for non-members.

Eight members from your organization will receive discounts on meals for participation in most chapter activities. Note that this category may exclude discounts for the annual OK Ethics Awards and special bonus workshops. (See Horizon or Star membership categories for upgrades.)

- Mentioned in “Who’s Who” of OK Ethics website. Consider pledging an additional \$100 to support the OK Ethics Foundation activities on school campuses. We will feature your logo in publications related to that endeavor so the academic advisors and their students are aware of your company’s support for these important initiatives. To pledge your support, go to the Who’s Who page of the OK Ethics website and click on Student Initiatives.

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## Scout Membership

**Dues \$100**

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.

Consider pledging an additional \$100 to support the OK Ethics Foundation activities on school campuses. We will feature your logo in publications related to that endeavor so the academic advisors and their students are aware of your company’s support for these important initiatives. To pledge your support, go to the Who’s Who page of the OK Ethics website and click on Student Initiatives.

*Note that this category may exclude discounts for the annual OK Ethics Awards and special bonus workshops.*

## 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.
- Note that this category may exclude discounts for the annual OK Ethics Awards and special bonus workshops.

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## 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.*

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## 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.