

The Oklahoma Business Ethics Consortium



BE THE DIFFERENCE · WWW.OKETHICS.ORG

AGENDA • OCTOBER 16TH, 2014 • TULSA CHAPTER | UPCOMING EVENTS

I. Welcome & Upcoming Events

Lynn Flinn, President of The Rowland Group; Tulsa Founder of OK Ethics

- November 13: *The Moral Business Through Ethical Competency*, presented by *Ronald Paul Hill, Ph.D.*
- January 15th: *Ethics and Entrepreneurship: The Possible Dream?* presented by *Elliot Nelson, McNellie's Group*
- February 4: *Emotional Vampires*, presented by *Marsha Petrie Sue*

II. Guiding Principle

Carmela Hill, Williams Companies, Navigator member

III. Membership Updates & Introduction of Speaker

Michael Oonk, American Bank and Trust; OK Ethics, Facilities and Logistics

Join Now!

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

IV. Keynote

“Trust, Teamwork & Thunderdog’s Triumph”

Michael Hingson

Booksigning immediately following event!

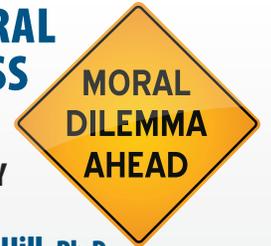
Cash, credit cards or checks made payable to MHG or the Mike Hingson Group.

Thunderdog!
cost is \$16.95 (no tax)

Running with Roselle
cost is \$12.95 (no tax)

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

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.

November 13, 2014

11:30AM–1:00PM

**Doubletree Hotel
Tulsa**

ETHICS AND ENTREPRENEURSHIP
THE POSSIBLE DREAM?



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

**Thursday,
January 15th,
2015**

11:30AM–1:00PM

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

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)



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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:

HELP WANTED:

Volunteers to print the monthly agenda. Please contact either Lynn Flinn at lynn@rowland-group.com or Shannon Warren at warrenokla@cox.net.

Ambassadors to welcome and assist guests at monthly events. Please contact either Karie Mullins at Karie.Mullins@onegas.com or Alicia Goodloe at AGoodloe@bama.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.

Karie Mullins	<i>ONE Gas, Inc.</i>	<i>Team Leader</i>
Rocky Goins	<i>Senior Star</i>	<i>Ambassador</i>
Perry Henson	<i>The Rowland Group</i>	<i>Ambassador</i>
James Kelley	<i>The Rowland Group</i>	<i>Ambassador</i>
Russ Knight	<i>Career Development Partners, Inc.</i>	<i>Ambassador</i>
Debra May	<i>Coating Robotics</i>	<i>Ambassador</i>
Cassandra Oliver	<i>The Williams Companies, Inc.</i>	<i>Ambassador</i>
Collin Schoonover	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Laurie Thornton	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Amber Waid	<i>ONEOK, Inc.</i>	<i>Ambassador</i>

VOLUNTEERS-REGISTRATION TEAM:

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

Alicia Goodloe	<i>The Bama Companies, Inc.</i>	<i>Registration & Volunteer Coordinator</i>
David Christie	<i>The Bama Companies, Inc.</i>	<i>Registration</i>
Laura O'Conner	<i>The Rowland Group</i>	<i>Registration</i>
Vanessa Statum	<i>Career Development Partners, Inc.</i>	<i>Registration</i>

SPECIAL INITIATIVES:

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

OTHER INITIATIVES:

Jalisha Petties*	<i>OK Ethics</i>	<i>Member Care Coordinator</i>
Sue Miller*	<i>Accel Financial Staffing</i>	<i>Notices & Special projects</i>
Factor 110*		<i>Name Tags and Guest Services</i>

*Paid Service Provider

JOIN THE TEAM:

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

- Contact James Kelley with The Rowland Group at james@rowland-group.com or call (918) 836-1900.
- To assist with the Ambassador team, contact Alicia Goodloe at agoodloe@bama.com.

MANY THANKS TO OUR HORIZON MEMBERS:



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 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 TULSA EVENTS

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

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

The Petroleum Club

Doubletree Hotel

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

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



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The Petroleum Club

Doubletree Hotel

ETHICS ON TRIAL

RECOMMENDED FOR 1 CPE IN ETHICS

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 if you are interested.

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



OC OKLAHOMA CHRISTIAN UNIVERSITY
COLLEGE OF BUSINESS ADMINISTRATION

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



TRUST, TEAMWORK & THUNDERDOG'S TRIUMPH

Presented by
Mike Hingson
Best Selling Author and
Inspirational Speaker

Hingson has a deep commitment to education and is Ambassador for the National Braille Literacy Campaign and also serves as Ambassador for the American Humane Association's Hero Dog Awards. (Sadly, Roselle passed away in July 2011 but posthumously won the American Humane Association Hero Dog Award for 2012 in a star-studded gala in Beverly Hills, and televised in a special feature presentation on Hallmark Channel.)

About our presenter:

Michael Hingson is a #1 New York Times best-selling author, technologist and motivational speaker. Michael, blind since birth, survived the 9/11 terrorist attacks with the help of his guide dog, Roselle. This story of trust, teamwork and his indomitable will to live and thrive is the subject of his best-selling book, *Thunder Dog* and the major motion picture currently in production, coming in September 2013.

In countless TV and radio appearances, newspaper features and magazine articles, Michael Hingson does much more than recount his 9-11 story; he continuously explores the broader lessons of his life and experiences as a blind person in today's world and shares these lessons to educate, inspire and empower audiences world-wide. Michael has appeared on Larry King five times, and other major national broadcasts such as the Today Show, Fox and Friends, the 700 Club, Joy Behar, Discovery Channel, Animal Planet, and the Hallmark Channel.

Michael Hingson and his guide dog, Roselle, saved dozens of lives by guiding him and his co-workers down 78 floors and out of Tower One just before it collapsed on 9/11. In *Thunder Dog*, Michael leads us through his moment-by-moment account from inside the tower. The book is also an inspiring look at Michael's accomplishments in life. Despite being blind all his life, Michael has a master's degree in physics from University of California Irvine and is an accomplished technologist. Michael has worked with inventor, futurist, Ray Kurzweil for more than 30 years and was instrumental in the development of the first reading machine for the blind. Today, the Kurzweil brand is the preeminent name in educational software and technology for students with disabilities for which Michael is a national sales manager--improving the lives of children, students and adults with physical and learning disabilities through assistive technologies. Michael

Recommended for 1 CPE in Ethics*

*Program is designed at the basic level and is suitable for anyone aspiring to or currently holding a leadership position. Note that it is up to the individual attendee to demonstrate relevance to his/her own area of practice. OK Ethics makes no guarantees

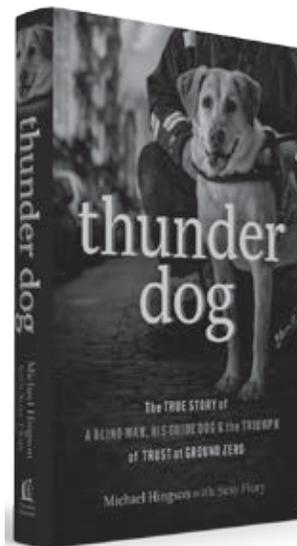
Keynote Overview:

Mr. Hingson will provide his insights into three key elements for winning teams:

- Contributions = Values, Principles and Ethics
- Accountability = Success
- Trustworthiness = Customer Loyalty

Workshop:

Intended as a supplement to the breakfast keynote, Mr. Hingson will share positive examples of how companies are achieving optimal ethical decision-making by moving from diversity to inclusion. He will also focus on the aspects of commitment, transparency and consistency in fostering a workplace environment where integrity flourishes.



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 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.



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.

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.

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.

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.

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.

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.

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.