

THE OKLAHOMA BUSINESS ETHICS CONSORTIUM



2009 Compass Awards



OK ETHICS®

PROMOTING INTEGRITY AT WORK
WWW.OKETHICS.ORG



The OK Ethics Story

Who Knew? Certainly not the handful of people who started a small discussion group in the fall of 2003. That little assembly grew by word-of-mouth to nearly double attendance at every meeting for the first year or so. Today, the Oklahoma Business Ethics Consortium has grown to more than 100 companies, representing nearly 700 individual members, with ongoing chapters in Oklahoma City and Tulsa.

What started in Oklahoma City as a grassroots effort, kicked into high gear during the summer of 2004, when business leaders and educators from Tulsa and Oklahoma City gathered for a strategic planning session in Stroud, Oklahoma. By then, we figured we were "onto something big" and decided to formalize into what has become known as "OK Ethics." The purpose became clear: to help one another in reinforcing standards of ethical behavior while remaining true to our humble roots.

Now We Know! Most business leaders truly care about integrity in the workplace. For the past five years, the Consortium has hosted regular monthly forums on ethical issues. Since 2006, OK Ethics has hosted an annual Compass Awards program to promote the sharing of best practices in business ethics. Consulting services are offered free-of-charge to companies interested in making an application for the award. The process is based on Malcolm Baldrige criteria and is designed to help companies striving for continuous improvement in their organizations.

Through the work of the OK Ethics Foundation, a separate 501c3 organization, several university and college initiatives are supported. From earmarked funds paid by Navigator and Star Consortium members, the OK Ethics Foundation sponsors a statewide student ethics challenge that began about four years ago on the University of Tulsa's campus. Institutions take turns to host the event, with Oklahoma City University hosting the last event on their grounds in April, 2009. It is hoped that the first-place winners from Oklahoma City University and the University of Central Oklahoma, will be able to compete in the regional version of the National Ethics Bowl. Through a generous grant provided by Enterprise Rent-A-Car, each school's advisor will receive funds to travel to San Antonio for these regional competitions.

The work of the Foundation does not stop there. They have also backed budding student ethics chapters and awarded annual scholarships to deserving students demonstrating leadership in the area of ethics and character. The mission of the Foundation is to mentor students by fostering an understanding of the importance of ethical behavior in the workplace. Through the Foundation's endeavors, students are better prepared to use discernment when faced with ethical dilemmas in the workplace.

The Oklahoma Business Ethics Consortium is a non-profit organization for business leaders dedicated to promoting Oklahoma values of integrity in the workplace. For more information, visit www.OKEthics.org.

Thank You

to our Navigator and Star members for your leadership and support in promoting integrity at work.

Navigator Members - \$7,500



People Helping People be Successful

Since the 1960s, the Bama Companies, Inc. has been an innovator of wholesome bakery products that cater to the needs of the biggest restaurant chains worldwide. Today, the company serves customers in more than 20 countries. They achieve this through vision, leadership, integrity, strategic focus and a single mission of "People Helping People Be Successful." The Bama Companies were honored for high ethical standards when they received the 2007 Compass Award for the large business sector.



Chesapeake Energy Corporation and its more than 7,500 employees are committed to high standards of conduct and professionalism. Chesapeake believes strict adherence to their Code of Ethics and Business Conduct is something owed to each other, their shareholders, and to every community in which they do business. Congratulations to our 2009 Compass Award recipient!



Devon Energy was the first organization in Oklahoma to become a Navigator member. It is, one of the world's leading independent oil and gas producers. The company builds value for shareholders by creating an atmosphere of optimism, teamwork, creativity, resourcefulness and by dealing with everyone in an honest and ethical manner.



With 600 offices internationally, Oklahoma City-based Express Employment Services' client base extends through four countries and employs 325,000 people annually. Express provides expertise in temporary staffing/evaluation and direct hire; contract and executive recruiting and placement; and customized human resource services.



Manufactured in Oklahoma City, OK, USA

Kimray, Inc., based in Oklahoma City, manufactures quality valves and controls for the energy industry worldwide. Kimray's extensive line of products have set the standard for innovation, economy and reliability by an on-going commitment to meeting the growing needs of the oil and gas producers, transporters, and distributors.



Nextep is a regionally focused, premier Human Resource Outsourcing Firm. Nextep supports existing HR infrastructures or becomes the full-service offsite HR department. Comprised of over 30 accredited HR, Payroll, Accounting and Risk Management professionals, Nextep was named the Best Place to Work in Oklahoma in 2006 and 2007. In 2007 they were the first to receive a Compass Award in the small business category, recognizing their commitment to ethical business practices.



ONEOK's roots stretch back more than 100 years when it built its first pipeline between Tulsa and Oklahoma City to deliver natural gas from the Glenn Pool field near Tulsa to customers in Oklahoma City, which was at the time one of the fastest growing cities in the country.



SandRidge Energy, Inc., is an energy company headquartered in Oklahoma City. SandRidge is committed to becoming a strong leader in the community through the sharing of time, talent and resources. It is the company's mission to make a difference in the communities where their employees live and work.



Williams, through its subsidiaries, finds, produces, gathers, processes and transports natural gas. Williams' headquarters are in Tulsa, Oklahoma with operations concentrated in the Pacific Northwest, Rocky Mountains, Gulf Coast, and Eastern Seaboard.

Promote Integrity at Work.
For More Information About Becoming a Member of OK Ethics visit www.OKEthics.org.

Star Members - \$5,000



A charter member of OK Ethics, Enterprise Rent-A-Car is the largest rental car company in North America. It operates more than 815,000 Rental and Fleet Services vehicles worldwide and has annual revenues of \$9 billion.



Norris provides unparalleled value in the rod lift market by focusing on providing the best in product performance, customer service and well optimization knowledge. Norris is the world's leader in sucker rod production.



Principal Technologies, Inc. is a specialized staffing firm that matches highly-trained accounting, engineering and information technology professionals with top-tier companies to relieve their hiring headaches for contract and direct hire positions. Principal Technologies was honored as a Compass Award recipient in 2008.



Valir Health is a comprehensive healthcare organization specializing in a full range of rehabilitative and long term care services. Based in Oklahoma and created by professionals who desired to establish a higher standard in patient care, Valir Health endeavors to provide an unsurpassed level of service to each patient and client they serve. Valir was honored as a Compass Award recipient in 2006.

2009 Compass Award Selection Team



NANCY ANDERSON

Nancy Anderson was invited to serve on the Selection Team after Boeing (OKC) was selected as a 2007 recipient for the OK Ethics Compass Award. She is the Boeing Chief Engineer for Defense & Government Services and the Oklahoma Site Deputy Director. With over 20 years of diverse engineering and leadership experience, Ms. Anderson is an avid supporter of performance improvements through the use of Program Management Best Practices. She has managed engineering and international programs and was the founder and operator of an Internet consulting company. She serves as a Trustee on the Oklahoma Engineering Foundation, and is a past Director of the Oklahoma City Chapter of Zonta International and the Midwest City Chamber of Commerce. In 2002, Ms. Anderson received the Amelia Earhart Barbara Clark Pioneer Award and has led her teams to achieve multiple awards. She is a graduate of Stony Brook University, New York, with a Bachelor of Science degree in Applied Math and Statistics, and has a Master of Arts degree in Computer Resource and Information Management from Webster University, Missouri.



DR. JAMES BRANSCUM

We are pleased to welcome Dr. James Branscum, superintendent at Metro Technology Centers, as the newest member of the OK Ethics Compass Selection Team. Dr. Branscum has also served as the Vice President of Business Affairs at Rose State College in Midwest City and the Executive Vice President at Eastern Oklahoma State College in Wilburton. His work experiences have provided him with the opportunity to be a North Central evaluator for colleges and universities for six years. Additionally, Dr. Branscum is uniquely qualified to assist OK Ethics because of his extensive training as an Oklahoma Quality Award Foundation examiner and a Malcolm Baldrige National Quality Award Program examiner.



PAMELA FOUNTAIN

Pam Fountain is Owner/President of Principal Technologies, Inc., a specialized staffing firm that matches highly trained accounting, engineering and information technology professionals with top-tier companies. Principal has a dedicated Government Services division, providing services to Tinker AFB and other government customers. As a recipient of the 2008 Compass Awards for the small business category, this is Ms. Fountain's first time to participate on the award selection team. A member of the OK Ethics Board of Directors, she is actively involved in the OK Ethics Foundation, providing guidance for this year's annual student ethics challenge. Other non-profit organizations have benefitted from her leadership talents, including the Central Oklahoma Workforce Investment Board (COWIB), Arthritis Foundation, Rebuild Together and Crossings Community Church. She holds a BBA in marketing from the University of Central Oklahoma.



GARYL GEIST

Garyl Geist has served as President and CEO of Valir Health since coming to the company in 2001. Prior to this, Mr. Geist held the position of Chief Financial Officer for a national electronics company before opening and operating his own human resources firm. Under his leadership, Valir received the first OK Ethics Compass Award in 2006. The company was named one of the 2007 Oklahoma City's Metro 50 fastest growing companies for fifth consecutive year. In 2007, Valir was the only Oklahoma healthcare company to be recognized as one of Inc. magazine's nation's fast-growing private companies. Mr. Geist loves being part of a company that offers its patients such high levels of integrity and compassion, and enjoys the challenge of helping maintain those standards during times of tremendous growth. He also serves on the Board for Good Shephard Ministries and the OKC Chamber of Commerce Advisory Board. A resident of Norman, Mr. Geist was invited to serve on the OK Ethics' Board of Directors in April, 2008 and is now president of the OK Ethics Consortium Board.



MIKE STRONG OK Ethics Compass Awards Chairperson

Mr. Strong is the "Chief Architect" of the OK Ethics Compass Awards and has served as Chairperson for the Selection Panel for the past four years. As Executive Director of the Oklahoma Quality Award Foundation, an organization that recognizes organizational excellence as a competitive edge, his knowledge of Malcolm Baldrige standards was useful in the development of the Compass Awards program. Mr. Strong's personal principles are reflected in the award process, which is designed to support best practices in business ethics by sharing knowledge that can be replicated by others. Mr. Strong is a retired US Air Force Colonel and began work with the Oklahoma Quality Award Foundation, Inc. in 1994. In his role as Executive Director, he has trained over 550 examiners and evaluated over 170 organizations. Mr. Strong is a graduate of the University of Oklahoma and has a M.A. in Public Administration from Ball State University in Muncie, Indiana.

OSCAR JACKSON

Oscar Jackson is a charter member of the OK Ethics Compass Award Selection Panel, serving since its inception four years ago. OK Ethics is honored to have Mr. Jackson's wise counsel and dedication. Mr. Jackson was appointed Administrator of the State of Oklahoma Office of Personnel Management and Cabinet Secretary of Human Resources in June 1991. In January 1995, Governor Frank Keating reappointed him to both positions. In January 2003 and January 2007, Governor Brad Henry continued Jackson's appointment as OPM Administrator and expanded his role to Cabinet Secretary of Human Resources and Administration. Mr. Jackson served as 2007 President of the International Public Management Association for Human Resources (IPMA-HR), which represents the interests of over 10,000 HR professionals in the public sector at local, state and federal levels of government. He is a Past-President of the National Association of State Personnel Executives (NASPE).

TODD LISLE

Todd Lisle is the incoming managing partner of the three Oklahoma offices of BKD, LLP and provides audit, litigation consulting, business valuation and fraud investigation services to several of the firm's clients. He is active in a variety of civic and professional organizations. He recently served on the AICPA's ABV Credential Committee, is past president and a board member of the Edmond Public Schools Foundation. In 2008, after BKD, LLP received the 2008 OK Ethics Compass Award in the large company category, Mr. Lisle was invited to serve on the OK Ethics Board of Directors. He is a 1984 graduate of the University of Oklahoma, Norman, with a B.S. degree in accounting with distinction.

ROB MARTINEK

Representing a 2007 recipient of the OK Ethics Compass Awards in the large company category, Rob Martinek has served The Bama Companies, Inc. for over 19 years. He is currently the Director of Legal Services and People Systems. Previous positions within Bama include Director of Finance, Director of Information Systems, and Director of Quality Systems. He is a certified Six Sigma Black Belt and a certified instructor of Steven Covey's "7 habits of Highly Effective People". Mr. Martinek graduated Magna Cum Laude from the University of Tulsa with a Bachelors of Science degree in Accounting and also received the Business Man of the Year award from that university. A resident of Tulsa, Mr. Martinek has served on the Board of Directors for the Oklahoma Business Ethics Consortium since 2005 overseeing risk management and organizational spirituality. He resides in Tulsa and has two children in college, Melissa and Daniel.

EDITH STEELE

A charter member of the Selection Panel, Mrs. Steele helped develop the Compass Award four years ago and has served as a member of the Selection Team ever since that time. Hired by the Oklahoma Accountancy Board in 1970, she has worked as a CPE Coordinator and served as Deputy Director. In 2001, the Board added the assigned duties of the Executive Director to Mrs. Steele's responsibilities. She was officially appointed as Executive Director in November 2002. She is currently serving as chairman of the National Association of State Boards of Accountancy's Executive Director Committee and has served as Vice Chairman of the Oklahoma Financial Manager's Association, Co-Chair of a United Way Investment Committee as well as serving on various local, state and national committees.





Description of services and extent of operations:

Chesapeake Energy Corporation is the number one independent producer of natural gas in the U.S. and the most active driller of new wells in the U.S. Headquartered in Oklahoma City, our strategy is focused on discovering, acquiring and developing conventional and unconventional natural gas reserves onshore in the U.S., primarily in the "Big 4" natural gas shale plays: the Barnett Shale of north-central Texas, the Haynesville Shale of East Texas and northwestern Louisiana, the Fayetteville Shale of central Arkansas and the Marcellus Shale of northern Appalachian Basin. Chesapeake is located at 6100 N. Western, Oklahoma City, Oklahoma. Our web address is www.chk.com.

During New Employee Orientation, the CEO personally discusses the "Distinguishing Characteristics of Chesapeake," which describes Chesapeake's values: a strong work ethic, empowerment, innovation, teamwork, environmental stewardship, health and safety, and working as a committed corporate partner in the communities where we operate. These values are manifested in Chesapeake's organizational structure, communications, training programs, benefit programs, work environment, our business philosophy and daily operations.

Three ways Chesapeake reinforces ethical behavior in business operations:

Strong communication practices are essential to maintaining an ethical culture at Chesapeake. We have worked hard to build a culture of interactive, accessible communication where employees are encouraged to discuss workplace dilemmas. New Employee Orientation, "Ask Aubrey", monthly Town Hall meetings with leadership, and "My CHK" are all examples of two-way communication vehicles that build trust and respect. We also rely heavily on dispersed leadership from the top down to equip employees at all levels with important state of the company information.

Chesapeake's Code of Business Conduct and Ethics is our guide for applying legal and ethical behavior to everyday work practices. The Code covers avoidance of conflicts of interest, disclosure of company information, compliance, prompt reporting of violations of the code and accountability for adherence to the Code of Ethics. Employees sign the Code when hired and are required to recertify annually.

The Chesapeake office of Ethics and Corporate Security is dedicated to reinforcing ethical behaviors in our business operations. This department is responsible for promoting an understanding of the Code and monitoring all other policies that pertain to promoting ethical behaviors.





LCI Headquarters



Mike Lyles

Leader Communications, Inc.

Leader Communications Incorporated is an award-winning, ISO 9001:2000 certified, CMMI® Level 3 rated, Small Disadvantaged, Service-Disabled Veteran-Owned, certified 8(a) Information Technology (IT) and Management Services firm, committed to providing the highest level of professional services and cost-effective solutions for today's challenging requirements. LCI supports customers across the United States, as well as a number of international sites. Since inception in 1999, LCI has maintained a strong customer focus and a clear commitment to quality high ethical standards, and developed an exceptional team of LCI professionals.

LCI's Core Values are summed up in five important words: Achievement, Commitment, Honesty, Integrity, Accountability, and Community. LCI is committed to providing the Best Product, Best People, and Best Price™. LCI's employees are focused on providing a superior level of customer satisfaction, quality, and service, and cost-effective solutions to meet the needs and requirements of our valued customers. They believe in open, honest communication and collegial partnerships with their customers and teammates.

LCI reinforces ethical culture in many ways:

- LCI's President/CEO, Michael Lyles, impresses upon all LCI employees the importance of ethical behavior in the workplace. He clearly defines ethical and performance goals for all managers and employees and disseminates that information in a variety of ways. Additionally, LCI's annual ethics training for all employees reinforces an ethical culture.
- The Communicator is a quarterly newsletter that is posted on LCI's intranet for all employees. Every issue contains information and reminders about adherence to high ethical standards.
- LCI employees' performance reviews include specific questions about adherence to LCI's core values and ethical standards.
- LCI's Basic Conduct Guidelines document is a quick reference guide on dealing with workplace ethics issues that is posted LCI's intranet for all employees.
- LCI is a member of the Defense Industry Initiative (DII) on Business Ethics and Conduct. The best practices learned from the DII Best Practices Forum are put into everyday use by LCI in the



Mike Lyles with Oklahoma Lieutenant Governor Jari Askins

administration of their corporate ethics program.

Steven Conway, LCI's HR Director said, "New regulations and challenges to state and federal law continue to place greater legal accountability of ethics on our employees and supervisors. It will continue to be LCI's responsibility to provide the most current training, and adjust our policies and procedures to maintain and effective ethics program."

For more information, please contact Pamela Smith at 405-622-2200 or by email at pam.smith@lcibest.com. More information about LCI is on their web site at www.lcibest.com. LCI's address is Leader Communications Incorporated, 6421 S. Air Depot Blvd., Suite #A, Oklahoma City, OK 73135.



LCI Team at the Oklahoma Quality Awards Luncheon

To Our Members... Thank You for Promoting Integrity at Work.



NAVIGATOR MEMBERS - \$7,500



HORIZON MEMBERS - \$3,000



LEADING MEMBERS - \$1,250



TRAILBLAZER MEMBERS - \$500



FRONTIER MEMBERS - \$350



Want Your Logo Here?
Visit www.OKEthics.org For
Information About Membership

Best Practices from PREVIOUS HONOREES

The OK Ethics Compass Awards Program was implemented in 2006 to encourage companies in their endeavors to promote integrity in the workplace. Nominees are asked to complete a rigorous application, based on Malcolm Baldrige quality award criteria. Previous recipients unselfishly share their experiences, processes and wisdom to help all of us as we continually seek to strengthen our efforts to reinforce ethical behavior.

2008 Award Recipients:



BKD, LLP is one of the ten largest CPA firms in the U. S. and provides expertise in consulting, tax, assurance and accounting outsourcing solutions. Two excerpts from this inspiring application include:

- Recognizing that it all starts with tone at the top, BKD LLP was one of the first two CPA firms in the country to develop a Public Interest Council. It is comprised of independent individuals who are knowledgeable about accounting, business law and ethics. This voluntary level of oversight helps executives with the monitoring and assurance of the firm's quality control standards.
- Upon arrival at BKD, new hires are given a very impressive hardbound copy of *The BKD Experience*. Using a straightforward witty approach, the book emphasizes that "integrity trumps economics every time." Phrases sprinkled throughout this book that guide everyday practice include "Put the Moose on the Table" and "Eat your Frog."



IDEAL HOMES Recognized by virtually every major national award that the industry has to offer, including America's Best Builder in 2007, this Norman-based home builder was honored in the mid-sized company category:

- "Deposits" are a central highlight of monthly staff meetings. Employees publicly thank others in the organization for a job well done. Central to these discussions is the commitment to their company's core values.
- Ideal Homes celebrates positive behavior through an awards program emphasizing *The Fred Factor* – an honor recognizing employees for making a difference.
- The company uses a variety of independent assessment tools to gather feedback from customers, suppliers and employees, and these are used to evaluate senior management's performance. Building on this information, they work as a team to ensure a seamless alignment between good intentions and actions.



Principal Technologies, Inc. is an Oklahoma City-based government solution provider and staffing team specializing in placement of professionals in accounting, engineering and information technology.

- Central to their screening process, job applicants are asked to share examples of ethical challenges that they may have encountered in the workplace. Their responses allow the interview team to evaluate each candidate's character. This process ensures that they are recommending a person who is not only technically qualified, but whose values will reflect favorably on the firm.
- Customer feedback is a key component of quality assurance. This company asks their clients to complete a questionnaire assessing performance on a variety of levels. One inquiry relates to the staff's demonstration of ethical behavior. In that area, Principal Technologies, Inc. has maintained a constant rating of "Excellent".

Want to reinforce ethical behavior in your organization?

Visit www.OKEthics.org (Compass Award applications) for hundreds of proven techniques.

2007 Award Recipients:



People Helping People Be Successful" is at the core of The Bama Companies, Inc. sustainability of an ethical culture. This Tulsa-based company is a leading manufacturer of baked goods for the #1 hamburger chain, #1 pizza chain, #1 Mexican chain, #1 casual dining chain and the #1 retailer in the world.

- Training is an essential element of success in achieving a Principle-Centered Bama Culture" ("PCBC"). Their approach includes ethics education, ongoing Emotional Intelligence training with emphasis on personal integrity, and an 8-day Integration Training for all new hires before they start their new job. This training heavily emphasizes cornerstones such as trust, respect, integrity and courage.
- Assessments of efforts have included the Malcolm Baldrige National Quality Award process and 360-degree feedback tools.



Believing that ethics provides a clear competitive advantage, the world's largest aerospace company leads by example:

- In response to some high profile ethical lapses that occurred a few years ago, this company took courageous steps to promptly identify the cause of the problems. As a result, they have emerged healthier - with a sharpened focus on fostering a supportive environment to help employees readily identify and freely discuss tough ethical issues. This is achieved through a number of efforts, including an annual Ethics Recommitment Day, as well as informal brown bag sessions with local site leaders.
- The Boeing Management Model provides for a comprehensive process that promotes a culture of openness and discipline (see the OK Ethics website for more details.)



Coppermark Bank is one of the largest commercial banks in Oklahoma and has been independently owned and operated since it was chartered in 1963.

- A company's vision statement provides insights into the organization's priorities. At the top of Coppermark Bank's list is a dedication to "making a significant positive impact on our customers, our communities and in the lives of our employees." Actions supporting this statement are integrated throughout the organization, as evident from their extensive community involvement, to their efforts to measure and impact customer and employee satisfaction.
- Innovative awards are a hallmark of Coppermark Bank's program. These include an annual awards banquet where individual achievements are publicly acknowledged. More than that, President & CEO Thomas Legan personally sends handwritten notes to those who are truly making a difference.



The first company to receive an award in the small business category, this provider of human resources outsourcing and consulting uses the *Character First!* program as a vital part of their endeavors to reinforce integrity. On a regular basis, selected employees receive certificates honoring their ability to model positive character traits such as "boldly speaking the truth, availability over self-centeredness and upholding what is right."

- Third-party evaluations revealed high marks in areas related to ethics. Key items on employee surveys include questions related to management's ability to keep promises and model the company's core value of providing "exceptional service through a commitment to integrity, technology and above all our people."

2006 Award Recipients:



Honored at the first OK Ethics Compass Awards ceremony held at the Oklahoma History Center, this was the smallest company to enter the large business category. Since that time, this CPA firm has grown to twenty offices in nine states. Best practices included:

- *Culture in Action* is a clear set of guidelines that the company provides to their employees to promote professional relationships involving mutual trust, appreciation and individual responsibility in decision-making.
- New potential clients are reviewed to determine compatibility with the firm's culture. If there is a potential clash in values, the firm will not pursue the relationship.



Valir Health is a comprehensive health care organization, specializing in a full range of medical services, hallmarked by a higher standard of healing, courage and character. Highlights of their award application include:

- During employee orientation, their CEO personally explains the importance of delivering compassionate care to patients. Because any appearance of unethical, incompetent or illegal acts could potentially distract from providing the highest level of care possible, he promises to support anyone bringing these issues to light.
- Another part of Valir's culture involves peer accountability at the top level. Executives routinely observe one another's divisions. Then, one day a month is set aside to discuss observations and constructively help each other operate within an ethical framework.

A Message to Compass Award Nominees:

We truly appreciate the many hours Compass Award Nominees have spent in preparing their applications. They have unselfishly shared their experiences, processes and wisdom in the true spirit of this award - to help all of us as we continually seek to strengthen our approach in reinforcing ethical behavior. Clearly, each company has made important contributions by openly sharing their methods with others. We thank them for their generosity in time and efforts.

We also appreciate the leadership each organization has demonstrated in promoting Oklahoma values of integrity, character and ethical behavior!

About the Compass Awards

Selection Process, Criteria & Outcomes

The OK Ethics Compass Awards Program was implemented in 2006 to encourage companies in their efforts to reinforce integrity in the workplace. Each year, nominees are asked to share their processes with others. The application process, which is open to OK Ethics members and non-members, is a useful tool in assisting companies to objectively evaluate their approaches. Many companies have strengthened their efforts by simply investing time in this endeavor.

The criteria and scoring process are based on the Malcolm Baldrige Quality Award standards. Ratings are assigned according to how well the companies' policies and actions support on-going and systemic behavior in each organization. Companies are asked to demonstrate the effectiveness of their ethics programs through independent data.

In evaluating the company's practices for each specific area defined by the criteria, the selection teams are always mindful of some basic questions:

- **Can the processes be replicated by other companies?**
- **Have measurable outcomes demonstrated success in enabling the company's efforts to reinforce ethical behavior?**
- **Is there a clear indication of a culture with the heart for doing the right thing?**

There are a number of great Oklahoma businesses that demonstrate an outstanding commitment to ethical behavior, but only a few may be selected to receive the annual honors.

However, OK Ethics' mission is to support businesses' efforts through a mentoring process and to assist each company as it humbly strives for continual improvement. For that reason, previous recipients of the award may be asked to work one-on-one with other business leaders who wish to apply for the award. Honorees may also be invited to serve on the selection team in the following year's process and provide feedback to Compass Award candidates with the intent of fostering Oklahoma values of integrity at work. (Recipient companies are discouraged from submitting applications for three years so that they may serve as advisers, or as members of the Selection Team.)

Each member of the selection team is asked to sign a conflict of interest statement. OK Ethics requests that participants recuse themselves if they have any interest, or if their families have any control or interest, in the nominees companies. Likewise, they may not serve on a team that is involved in evaluating a competitor. The Selection Team acts independently to the extent that they do not report their findings to the OK Ethics Board or seek the Board's approval of selected finalists. Applications from recipients are posted on the OK Ethics' website.

A Special Thank You
to the Oklahoma Society of Land Surveyors
for donating this award!



Guiding Principles

I. 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.

II. 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.
- 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.



OK ETHICS™

Be the difference – Join Now
www.OKEthics.org

Details of each company's application
may be found on the website.

Program Design Provided by:

