

THE OKLAHOMA BUSINESS ETHICS CONSORTIUM



2013 Compass Awards



OK ETHICS®

EIGHT YEARS OF CELEBRATING OKLAHOMA VALUES

Featuring keynote speaker Mike Paul “The Reputation Doctor” and Executive Pilot Award Recipients Thomas Legan & Jacque Fiegel of Coppermark Bank

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 group grew by word-of-mouth to nearly double attendance at every meeting for the first few months. The Oklahoma Business Ethics Consortium has grown to nearly 800 members representing over 200 companies. And, this was all accomplished through the efforts of dedicated volunteers.

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. In addition to the Consortium’s regular monthly forums on ethical issues, OK Ethics hosts an annual Compass Awards program to share best practices in business ethics. In past years, attendance has climbed steadily to over 400 individuals who come together to honor highly ethical companies in our business community.

OK Ethics sponsors several university and college chapters through the work of its Foundation. The purpose of the Foundation is to mentor students by reinforcing the importance of ethical behavior in the workplace. Today, there are many student chapters. Additionally, OK Ethics involves students in statewide ethics challenge events and initiatives on many campuses across the state. (See page 15 for more details.)

Why Join OK Ethics?

- Shared values with other Oklahoma business leaders help reinforce a solid foundation
- Monthly luncheon programs inspire ongoing commitment to ethical behavior
- Gaining knowledge through the shared experiences and insights of other business leaders
- Opportunity for interactive discussions having real-life workplace impact
- Support student ethics initiatives on Oklahoma campuses
- Best practices shared by those who have developed strong ethical processes in their companies
- It’s the right thing to do...for you....for your employees....for your company....for our economy.

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 Pinnacle, Navigator and Star members for their incredible support in promoting Oklahoma values of integrity at work.

NEW Pinnacle Members—\$10,000



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 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. In 2009, Chesapeake received the Compass Award for the large company category.



Devon Energy was one of the first companies to fully support OK Ethics and was among our first Pinnacle members. 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. In 2011, Devon earned the coveted Compass Award for large business and, Larry Nichols, their Executive Chairman received the Executive Pilot Award for his principled leadership in shaping his company as well as our great state.



For over 40 years, Oklahoma City-based Hobby Lobby Stores, Inc., has served the arts, crafts and home accents industry to become the leading retailer of its kind in America. Since its modest beginnings, Hobby Lobby has grown into 524 stores in 42 states and employs over 20,000 people. From its 4.5 million square foot manufacturing, distribution and corporate headquarters, Hobby Lobby serves its employees and their families by establishing a work environment and company policies that build character, strengthen the individual, and nurture families. Hobby Lobby is the place to shop with Super Selection, Super Savings...Everyday!



Kimray is an Oklahoma City-based manufacturer of control valves and related equipment for oil and gas producing companies worldwide. Kimray strongly believes its greatest asset is its employees and it prides itself on offering a positive work environment with first-class benefits and pay. In 2010, Kimray received the OK Ethics Compass Award in the mid-sized company category. At the same time, Kimray's Chairman, Tom Hill, was honored as OK Ethics first Pilot Award recipient for his outstanding commitment to promoting Oklahoma values of integrity at work.



SandRidge Energy, Inc. is an active participant in the transformation of downtown Oklahoma City. SandRidge also participates in the transformation of lives through both financial investment and employee engagement. Ethics and moral obligation drive the company's mission to make a tangible difference in the communities where their employees work and live.

Navigator Members—\$8,000



Star Members—\$5,500

ENTERPRISE HOLDINGS.



Promote Integrity at Work.

For More Information About Becoming a Member of OK Ethics visit www.OKEthics.org.

Leadership

Oklahoma Business Ethics Consortium & Foundation Boards

The Oklahoma Business Ethics Consortium is guided by these dedicated and conscientious leaders who graciously serve the business communities in Oklahoma City and Tulsa.



GARYL GEIST
President, Consortium Board
Oklahoma Allergy and Asthma Clinic



TODD LISLE
President Elect
BKD, Inc.



LYNN FLINN
Founder, Tulsa Chapter
The Rowland Group of Staffing Companies



SHANNON HIEBERT
Vice President, Education & Mentoring
Enterprise Holdings



LYNDA MOBLEY
Vice President, Membership
ONEOK/ONG



SHANNON WARREN
Founder, Oklahoma Business Ethics Consortium
Warren Consulting LLC



ROB MARTINEK
Vice President of Risk Management & Spirituality
The Bama Companies

OK ETHICS FOUNDATION BOARD



SHANNON HIEBERT
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Boeing (Retired)



DAVID MAYFIELD
Treasurer
Progressive Resources



KELLIAN SCHNEIDER
Vice President, Public Relations
FullForce Marketing & Branding



JOY LABAR
Treasurer
SandRidge Energy



TONY BLASIER
Director
Chesapeake Energy



SUSIE WELLENDORF
Director
Wellendorf Communications



KEVIN KENEMER
President, Tulsa Chapter
The People Group



VALERIE FRIED
Vice President, Fun & Organizational Spirituality
Capitol Abstract & Title Company



MICHAEL OONK
Past President, Tulsa Chapter
American Bank and Trust Co.



BOB BYRNE
Director
Boeing (Retired)



COLIN SCHOONOVER
Director
Oklahoma Natural Gas



JANICE DOBBS
Director Emeritus
Devon Energy Corporation (Retired)



RANDY THURMAN
Director
Retirement Investment Advisors

Want to get involved?

OK Ethics is a volunteer-driven organization. If you would like to join other like-minded business leaders in promoting integrity at work, we invite you to call **(405) 858-2233** for opportunities.

The Foundation is a 501(c)3 organization dedicated to sponsoring ethics initiatives on Oklahoma campuses.



THOMAS LEGAN & JACQUE FIEGEL OK Ethics Pilot Award recipients 2013



Jacquie Fiegel



Thomas Legan

What a team! It would be impossible to recognize one of these outstanding leaders without acknowledging the other. Hence, the OK Ethics Board of Directors decided to honor both individuals who, together, are promoting Oklahoma values of integrity at work. Great leaders make a great state!

Thomas Legan

As leader of the only two-time recipient of the prestigious Compass Award, we are delighted to bestow yet another honor on Thomas Legan, Chairman of the Central Oklahoma Region for Prosperity Bank.

Under guidance from both Jacquie and Tom, Coppermark Bank won the Compass Award in both 2007 and again in 2011. At the time, Tom was President and Chief Executive Officer of Coppermark Bank and Coppermark Bancshares, Inc. where he served for over 34 years. Impressed with his

ability to maintain high standards of integrity, he was invited to join the Compass Award Selection Team in 2012 and again this year.

An active member of the community, Tom graciously helps countless non-profits. This includes his involvement as past president of the Oklahoma City Community College Foundation. He has also served as Chairman of the Board for Integris Baptist Foundation and was a member of the Board of Integris Baptist Hospital. Currently, Tom is a member of the Oklahoma Business Roundtable and a former Board member of the Oklahoma Banker's Association.

Throughout his 55-year career in banking, Tom has received many accolades, including being named as Oklahoma's Most Admired CEO by *The Journal Record* in 2011. Besides being a two-time Compass Award recipient, under his leadership, Coppermark Bank was named one of the Best Places to Work in Oklahoma for each of the past six years. The Federal Home Loan Bank of Topeka recognized Coppermark Bank with the Community Leader Award in 2011 for innovation in community lending.

Jacquie Fiegel

OK Ethics' affiliation with Jacquie Fiegel started in the organization's infancy when she attended one of our first events - before we even had a name. It was ten years ago when she paved the way for Coppermark's involvement in OK Ethics. Today, we are pleased to recognize Jacquie for her undying support of our mission to promote high ethical standards.

Everyone knows Jacquie because she has devoted a great deal of her time to make life better for so many Oklahomans. A graduate of Leadership OKC, she has served on several non-profit boards including the YWCA, the Economic Club of Oklahoma, the Alpha Phi National Foundation Investment Advisory Committee, the Oklahoma City University Alumni Association, Epworth Villa and as past Co-Chair for the American Heart Associations' Go Red for Women Signature Event. Her many prestigious honors include The Journal Record's Circle of Excellence and 50 Making a Difference as well as the Servant Leader Award presented by Oklahoma City University.

This busy President of the Central Oklahoma Region for Prosperity Bank previously held the position of Senior Executive Vice President and Chief Operating Officer for Coppermark Bank. Her 36 years in the banking industry included serving on the Board of Directors for Coppermark Bancshares, the banks' parent company. She also serves on the Board of Directors for the Jack Henry & Associates Board and the Oklahoma Banker's Association. Previously, she was a member of the Board of Directors for the Oklahoma City Branch of the Federal Reserve Bank of Kansas City.

"Positive outcomes are not created by people who are perfect, but by those who consistently and sincerely strive to do the right thing."

Honoring Previous Pilot Award Recipients



LARRY NICHOLS
Devon Energy
2012 OK ETHICS
PILOT AWARD



TED STREULI
The Journal Record
2011 OK ETHICS
PILOT AWARD



TOM HILL
Kimray, Inc.
2010 OK ETHICS
PILOT AWARD

PREVIOUS HONOREES

2012



2011



2010



2009



2008



2007



2006



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.

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.

Want to reinforce ethical behavior in your organization?
Visit www.OKEthics.org (Compass Award applications)
for hundreds of proven techniques.



OKLAHOMA BUSINESS ETHICS CONSORTIUM

Guiding Principles

Vision
TO BE RECOGNIZED AS A STATEWIDE AND NATIONAL FORUM FOR PROMOTING BUSINESS ETHICS.

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, speakers and 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.

III. 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.

These principles were inspired by lessons from Character First, as well as author Stephen M. R. Covey.

2013

Compass Award Selection Team



DR. JAMES BRANSCUM

Superintendent Emeritus of Metro Technology Centers, Dr. James Branscum has served four years as a member of the OK Ethics Compass Awards Selection Team. Dr. James 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. Currently, Dr. Branscum serves as Business Manager for BD Home, Classen Curve.



CARLA D. BROCKMAN

Carla Brockman is Vice President Corporate Governance and Secretary of Devon Energy Corporation. Devon is a Founding Member of the OK Ethics Consortium and was honored in 2011 as the OK Ethics Compass Award recipient for the large-sized company category. The following year, Ms. Brockman was invited to join the Compass Awards selection team and in 2013, presented a best practices seminar for aspiring award candidates. Prior to joining Devon, Ms. Brockman spent 29 years with OGE Energy Corporation, most recently as Vice President of Administration and Corporate Secretary. Ms. Brockman serves on the Governor's Council for Workforce and Economic Development and is a member of the Board of Advocates for the OU Stephenson Oklahoma Cancer Center. She is a graduate of Southern Nazarene University and holds a bachelor's degree in human resources management and a master's degree in management.



DR. JOHN FOUST

Joining the OK Ethics Selection Team in 2011, Dr. John Foust has served as Executive Director of the Oklahoma State Board of Pharmacy since 2009. He has extensive experience with other award selection processes and has served as a consultant in JCAHO compliance mock-surveys. Dr. Foust is a key leader for the Community Impact Awards initiative that he proposed in 2012. That comes as no surprise since he is personally involved in many endeavors serving the community, such as a scoutmaster for several Boy Scout National Jamborees, where he received the BSA Silver Beaver Award for his service to scouting. In 2012, the Oklahoma Pharmacist Association presented him with the Bowl of Hygeia award for his dedicated service to community. Dr. Foust has practiced in many areas of pharmacy during his career, including positions as the director of pharmacy for several hospitals in the state. He earned his Doctor of Pharmacy degree from the University of Oklahoma, and serves as an adjunct assistant professor for both the University of Oklahoma and Southwestern Oklahoma State University Colleges of Pharmacy.



OSCAR JACKSON

Oscar Jackson is a charter member of the OK Ethics Compass Award Selection Panel, serving since its inception in 2006. OK Ethics is honored to have Mr. Jackson's wise counsel and dedication. Mr. Jackson is a Past-President of the National Association of State Personnel Executives (NASPE); and the International Public Management Association for Human Resources (IPMA-HR). In June, 1991, Governor David Walters appointed Jackson as Administrator of the State of Oklahoma Office of Personnel Management and Cabinet Secretary of Human Resources and Administration, and he was subsequently reappointed to both positions in January 1995 by Governor Frank Keating; Governor Brad Henry in January 2003; and Governor Mary Fallin in January 2011. Mr. Jackson retired from the State of Oklahoma on November 1, 2011, with 41 years state service, which also included employment with the University of Oklahoma and the Oklahoma Department of Human Services.



MIKE STRONG

OK Ethics Compass Awards Co-Chairperson

Mr. Strong is the “Chief Architect” of the OK Ethics Compass Awards and has served as Chairperson for the Selection Panel since 2006. Mr. Strong recently retired 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 essential 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 former 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.



EDITH STEELE

OK Ethics Compass Awards Co-Chairperson

A charter member of the Selection Team, Mrs. Steele helped develop the Compass Awards in 2006 and contributed to the development of the OK Ethics Community Impact Awards in 2013. 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 where she remained Director until her retirement on March 1, 2010. She has served as Chairman of the National Association of State Boards of Accountancy’s Executive Director Committee as well as Vice Chairman of the Oklahoma Financial Manager’s Association, Co-Chair of a United Way Investment Committee and various local, state and national committees.

GREGG KOEHN

Gregg Koehn joined the Compass Award selection team in 2012. He is the President and Chief Executive Officer of the Oklahoma Foundation for Medical Quality (OFMQ), a non-profit healthcare consulting organization dedicated to improving healthcare and improving lives. Having served as Chief Financial Officer for the organization, Koehn has strong business and financial expertise, as well as 18 years’ experience with OFMQ’s operations. He is a Certified Public Accountant and holds a bachelor’s degree in accounting from Northeastern State University in Tahlequah. Koehn is a member of the American Institute of CPAs and the Oklahoma Society of Certified Public Accountants, serving on the board for the OSCPA OKC Chapter.

THOMAS LEGAN

Thomas Legan, Chairman of the Central Oklahoma Region for Prosperity Bank, joined the OK Ethics Selection Team in 2012. At that time, his company (Coppermark Bank) was the only two-time honoree of the Compass Award, having won it in 2007 and again in 2011. This year, Mr. Legan is being recognized as an Executive Pilot Award recipient for his dedication to the highest standards of ethical principles as well as his support of the OK Ethics mission. Prior to joining Prosperity Bank, Mr. Legan was President and Chief Executive Officer for Coppermark Bank and Coppermark Bancshares, Inc. where he served for nearly 34 years. Given his leadership, it is no surprise that Coppermark Bank was consistently named as one of the Best Places to work in Oklahoma for several years.



CONFLICT OF INTEREST PROCESS

To ensure the integrity of the award process, the Selection Team members are assigned to two different teams. As part of that process, judges do not view applications from companies that pose a conflict of interest, such as competitors, former employers or significant customers. Careful discernment is used in determining whether or not a judge may be permitted to comment on their clients’ applications. (Some candidates may have a large number of customers and only have minimal contact with each one. In those cases, a customer/supplier relationship is not a determining factor, e.g. utility companies or banks.)



ORIGINALLY FOUNDED IN 1906 AS AN INTRASTATE NATURAL GAS PIPELINE BUSINESS IN OKLAHOMA, ONEOK, INC. IS A FORTUNE 500 ENERGY COMPANY AND ONE OF THE NATION'S PREMIER ENERGY COMPANIES INVOLVED IN THE NATURAL GAS AND NATURAL GAS LIQUIDS BUSINESSES.

ONEOK has evolved from a traditional natural gas distributor into a diversified energy company. They are the general partner and own 43.4 percent of ONEOK Partners, L.P., one of the largest publicly traded master limited partnerships, which is a leader in the gathering, processing, storage and transportation of natural gas in the U.S. and owns one of the nation's premier natural gas liquids systems. ONEOK has three natural gas distribution companies: Oklahoma Natural Gas, Kansas Gas Service and Texas Gas Service – serving more than 2 million customers in Oklahoma, Kansas and Texas. Their nearly 4,900 employees work each day to provide safe, reliable energy and services to a wide range of diverse customers in the more than a dozen states where we operate.

ONEOK's values guide daily decisions and drive responsible actions. Leaders ask all employees to commit to the company's values of ethics, quality, diversity, value and service, and to apply them to all aspects of our business. They guide expectations for employee behavior and, just as importantly, they set an expectation for those outside the company – ONEOK's stakeholders. Values:

Ethics: Our actions are founded on trust, honesty and integrity through open communications and adherence to the highest standards of personal, professional and business ethics.

Quality: Our commitment to quality drives us to make continuous improvements in our quest for excellence.

Diversity: We value diversity, as well as the dignity and worth of each employee, and believe that a diverse and inclusive workforce is critical to our continued success.

Value: We are committed to creating value for all stakeholders – employees, customers, investors and our communities – through the optimum development and utilization of our resources.

Service: We provide responsive, flexible service to customers, and commit to preserving the environment, providing a safe work environment and improving the quality of life for employees where they live and work.

Mission: As a responsible corporate citizen, ONEOK provides reliable energy and energy-related services in a safe and environmentally responsible manner to our stakeholders.



See ONEOK's Application
Online at www.OKEthics.org



The executives in the picture from left to right:
Steve Bertone, President and CEO; Juergen Fuchs, Vice President, Finance & Administration; Don Worman, Vice President, Engineering & Fabrication;
Ron Key, Vice President, Technology & Sales; Jason Cooper, Vice President, Project Management & Construction

HEADQUARTERED IN MUNICH, GERMANY, LINDE PROCESS PLANTS, INC. (LPP) IS AN INTEGRATED ENGINEERING, FABRICATION AND CONSTRUCTION COMPANY WITH MORE THAN 100 GAS PROCESSING PLANTS WORLDWIDE. THE LINDE GROUP EMPLOYS NEARLY 400 AMERICAN WORKERS AND THE COMPANY'S CORE VALUES ARE CAREFULLY INFUSED IN EVERY LOCATION. THE TULSA PLANT HAS EMBRACED THESE HIGH STANDARDS THAT PROVIDE GUIDANCE FOR EMPLOYEE ENGAGEMENT WITH ONE ANOTHER, CUSTOMERS AND STAKEHOLDERS.

The leaders at Linde, believe that business success is based not only on their customers' trust in the quality of their products and services, but also on impeccable business conduct. This is best achieved by fostering and cultivating a culture of integrity. Linde's strong Anti-Corruption Compliance Guide and Integrity Line for reporting concerns are prominent aspects of these endeavors. Their customer feedback ensures that these efforts are realized. In addition, employee surveys that include a focus on integrity is another important method used to ensure that their culture remains dedicated to the highest principles.



Honorable Mention



Tulsa-based CFS2 is a financial recovery company that serves customers that have fallen on hard times. They acquire charged-off credit cards and then attempt to collect on balances due. However, their collection methods tend to be unique in that they try to help customers get back on their feet, rather than litigate or harass them. With nearly 100 staff members, the company reinforces their core principles of attitude, aptitude, intelligence, intensity and integrity by publicly acknowledging employees who have had the greatest impact on a customer's life. These awards are earned

through the achievement of positive testimonials. In addition, the Spirit award is given to one individual who demonstrates the highest level of support and ethics in the workplace. Another creative approach that CFS2 takes is in the area of corporate philanthropy. Employees opting to wear jeans on Fridays donate \$3 to a charitable fund, which, in turn, CEO Bill Bartmann matches 100%. All of these efforts are designed to help CFS2 be a solid corporate citizen.



Clearly, The Hertz Corporation is "doing things right" and that was evident by the way they reinforce this company-wide value. A strong contender for the Compass Awards honor, this publicly traded company has approximately 10,400 locations in 150 countries worldwide. While the headquarters are located in New Jersey, Hertz has about 1,800 employees in its Administrative, Technology and Customer Contact Centers in Oklahoma City. As part of their ongoing efforts to reinforce integrity in the workplace, annual performance appraisals link individual employee's contributions with company values such as professionalism, respect, integrity, diversity and excellence. In addition, Hertz leaders have taken innovative steps to increase awareness through their "Silence Isn't Golden Postings" that encourage employees to report any wrongdoing they might

witness. Employees may also report concerns (anonymously, if they prefer) directly to the CEO through their "Email Mark" initiative. These, and many other endeavors, help to ensure that Hertz maintains a gold standard in ethical behavior.



Members of the Oklahoma Christian University Ethics Teams: Genesis Rodriguez, Brandon McWaters, Hannah Ketring, (back row) Jeff Simmons – faculty advisor, Christian Asbill, Austin Hughes, Chas Carter.

Oklahoma Students: *Ethics for the Future*

The mission of the Oklahoma Business Ethics Foundation 501c3 is to support initiatives on various campuses throughout the state in promoting ethical behavior. One of the biggest events of the year is the annual Statewide Student Ethics Challenge which involves undergraduate university students who present arguments on a variety of ethical issues. The day-long event requires weeks of preparation and provides an opportunity for students to crystallize their thinking on dilemmas involving personal integrity. Ultimately, this helps prepare them for difficult issues they may encounter in the workplace.

Winners are selected by a team of prominent business and community leaders. The students receive an opportunity to compete in the Regional Ethics Bowl in San Antonio and, if successful there, in the National Ethics Bowl. Funding is provided through a portion of Pinnacle, Navigator and Star members' dues, as well as private gifts from generous benefactors such as Enterprise Holdings who has consistently provides a \$2500 grant and OK Ethics Board member Bob Byrne who provided a generous donation in honor of his late wife, Jeanne Byrne.

Student Chapters*

Oklahoma City University
Southern Nazarene University
University of Central Oklahoma
University of Oklahoma

* Formally organized chapters with ongoing events held on campus

Student Initiatives*

Cameron University
Langston University
Metro Technology Centers
Oklahoma Baptist University
Oklahoma Christian University
Oklahoma State University
Oral Roberts University
University of Tulsa

* Student participation in OK Ethics events and/or Statewide Competition

Oklahoma Statewide Student Ethics Challenge Winners:

1. Oklahoma Christian University
2. University of Oklahoma
3. Oklahoma Christian University

Texas Regional Ethics Bowl Winners:

1. Oklahoma Christian College
2. University of Oklahoma
3. Oklahoma City University
4. University of Arkansas - Little Rock

National Ethics Bowl:

University of Oklahoma – Quarter Finalist

Best Practices from PREVIOUS HONOREES

Please note that previous Compass Award winners, Devon and OGE Energy Corp, organized and hosted OK Ethics' first "Best Practices" workshop in 2013. This can be viewed online at www.okethics.org.

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.



A former Malcolm Baldrige recipient, Tulsa-based MESA is a leading supplier of cathodic protection systems and pipeline integrity solutions. MESA's culture is focused around valuing all their stakeholders, a desire for world-class performance, honesty and creating great relationships based on respect. They use a comprehensive set of indicators to ensure that their actions support their company's values. These include comprehensive Customer, Employee and Supplier Satisfaction Surveys. In addition, employees and their supervisors meet every three months for quarterly performance appraisals.



OGE Energy Corp is the parent company of Oklahoma Gas and Electric Company and Enogex Holdings LLC. Their company's Core Values emphasize transparency, respect, integrity and public service. Leaders are expected to set the tone at the top and everyone in the organization is held accountable through a comprehensive performance evaluation process. Regular face-to-face training is another key aspect of reinforcing the company's Values. The effectiveness of this training is analyzed using outside resources such as CELC (Compliance and Ethics Leadership Council Surveys) and measured against industry benchmarks. Feedback from the survey is used to continuously enhance the Ethics Program.



Devon Energy Corp. goes to great lengths to promote their values, including a simple yet powerful definition of what integrity means to their organization. Officers and employees embrace honesty and integrity by "sticking by their word" and doing the right thing "even when no one is watching." The company invests in extensive ongoing coaching to promote open, forthright relationships and a strong sense of accountability.



Coppermark Bank is OK Ethics' only two-time recipient of the Compass Award. Employees are encouraged to evaluate decisions on three basic premises:

1. Is it legal and within regulatory guidelines?
2. Is it the right and fair thing to do?
3. Is it ethical?



Express has held a historically strong commitment to ethical business practices, dating back to the inception of the company. They use third-party surveys to measure the company's ability to integrate people, culture, ethics and work into their corporate model.



Kimray, Inc. is a privately-held Oklahoma manufacturer of control valves and related equipment for oil and gas producing companies. The company is unique in their core values which state that they will honor the Lord by operating the company in accordance with Biblical principles, serve employees and their families and produce high quality products. They use countless processes to maintain their culture of integrity, including emphasis on job candidates' character and ethics. Once hired, all employees participate in monthly training, including "Character First" program, a comprehensive ethics education model.



Retirement Investment Advisors, Inc. is a fee-only advisory firm serving clients primarily in the metro Oklahoma City area for the past twenty years. To ensure that they stay true to their core values of integrity, the firm uses processes involving annual compliance meetings, web certifications to prepare employees on how to deal with ethical challenges and client surveys designed to make certain that fiduciary standards are being met.

2009



2008



2007



2006



Want to reinforce ethical behavior in your organization?
Visit www.OKEthics.org (Compass Award applications) for hundreds of proven techniques.

2012
2011
2010



About these awards...

I) Education: Organizations honored in this category have demonstrated an ability to engage students and faculties in initiatives that significantly promote ethical behavior on Oklahoma campuses. Efforts will be assessed based on the width and depth of these endeavors. For example, while monetary outreach is a consideration, the selection team will also be interested in other factors, such as the number of individuals impacted and the degree to which the initiatives have made a positive difference.

II) Community: Businesses honored in this category have made significant outreach efforts that serve to uplift the community, specifically by promoting **strong principles, ethical leadership and integrity.**



Community

Community Impact Awards: Education

Dove Science Academy



SCIENCE ACADEMY

Dove Science Academy is a non-profit charter school with campuses in Oklahoma City and Tulsa with a total enrollment of 1600 students. Serving primarily low-income families, the OKC Academy has 475 students and 40 staff members. Their philosophy involves a heavy emphasis on character development and, in fact, every middle school student is enrolled in a character education course.

It doesn't stop there. Positive character traits are integrated into weekly lesson plans for every subject. Middle school pupils choose and execute community service projects. In fact, scholars at the high school level must donate 120 hours of community service by the conclusion of their senior year in order to graduate. Those ongoing endeavors have resulted in a whopping average of 27,000 hours of community service every four years.

Through emphasis on their character initiatives, students learn the importance of virtue ethics in their daily lives and are well prepared to take these lessons from the campus into the world. Congratulations to Dove Science Academy for producing well-rounded graduates who exemplify Oklahoma values of integrity at work.

For more information, contact Principal Yunus Bicici at yunus@dsaokc.org. Website: www.dsaokc.org

Metro Technology Centers



Metro Technology Centers
Preparing for Life

In 2004, Oklahoma City based Metro Technology Centers decided that teaching technical skills was not enough. To ensure their graduates meet employer's expectations, the school began taking steps to ensure that students learn the importance of dependability and responsibility. They must also become adept at providing excellent customer service and, above all, act with integrity.

To that end, Metro Tech has incorporated the concepts taught by Character First into their curriculum. This ongoing effort is not only realized by the teachers and students, but the rest of the staff as well. Discussions that reinforce desired character traits are included in departmental and board meetings. Each year, Metro Tech gives an award to an employee who has demonstrated outstanding character – it is considered one of the most prestigious honors on campus.

Ensuring that the nearly 30,000 enrollees are grasping the concepts, Metro Tech asks students to provide feedback through an annual survey. A rousing "YES!" was given by a sweeping majority in response to the question, "I am taught the skills I need to be successful on the job (e.g. teamwork, customer service, dependability, professional dress, work ethics, etc.)"

In addition, as a long-time member of OK Ethics, many of the Metro Tech students regularly participate in monthly luncheons, sponsored through the generosity of companies such as Chesapeake and Hobby Lobby.

For their efforts in promoting high ethical standards, Metro Tech deserves an A+!

For more information, contact Bertha Robinson at Bertha.Robinson@metrotech.edu, Website: www.metrotech.org

SandRidge Energy/Public Strategies Joint Project



Do what's right. Do your best. Treat others well.

Using these principles as cornerstones, SandRidge Energy and Public Strategies joined together to promote cultures of character that are helping several northeast Oklahoma City public schools. The concept is unique: Rather than adopting an individual school, these two companies partnered with several schools, their principals, teachers, students and families to make a difference. The integrated relationships acknowledges the fact that everyone

contributes to building a character-driven school and developing the next generation of ethical citizens.

Impact Awards

The program was developed into a series of monthly themes promoting integrity, responsibility, initiative, justice, discipline, perseverance, curiosity, community, respect, teamwork, compassion and loyalty. The companies provide financial resources as well as full and part-time staff to actively support the culture through upbeat activities that keep students highly engaged.

The results are clearly represented, not only in improved academic achievement, but other ways, too. In a commendation letter signed by the principals of Edwards Elementary, Moon Academy, Thelma R. Parks Elementary and Douglass Mid-High School, they stated: "We have seen an increased excitement among students for our school wide assemblies as well as small group discussions that focus on character, leadership and positive decision-making..." Congratulations to SandRidge and Public Strategies for their innovative approach in guiding Oklahoma's youth toward a positive direction.

Community Impact Awards: Overall Community

General Tommy Franks Leadership Institute



Based in the town of Hobart, the General Tommy Franks Leadership Institute is having a huge impact on Oklahomans throughout the state. Partnering with Cameron University, the Institute developed the Four Stars of Leadership program. Based on the expertise General Franks gained from his highly successful career, the course emphasizes character, communication, common vision and caring.

Using servant leadership as a cornerstone, the Inspired Leadership Experience has touched 6,000 lives since its inception. Participants come from diverse backgrounds, ages and professions. For instance, programs were provided to 38 public high schools, as well as the Western Technology Centers, Altus AFB, Ft. Sill, Cameron University, Western Oklahoma State College and the Technical National Honor Society.

The most requested modules? Character and caring! It just goes to show us that Oklahomans have our priorities in order. Congratulations to the Leadership Institute for its remarkable success and positive impact on our state.

For more information contact Warren Martin, Executive Director, (806) 773-6693,

Website: www.tommyfranksmuseum.org

Girl Scouts of Eastern Oklahoma



Based in Tulsa, the mission of the Girl Scouts of Eastern Oklahoma is to instill courage, confidence and character into young girls' approach to life so that they are empowered to make the world a better place. A tall order for any organization, but they are tackling it with aplomb!

Under the leadership of CEO Roberta Preston and over 3000 volunteers, nearly 11,000 girls from 30 eastern Oklahoma counties are learning to live ethically and inspiring others to do the same. With 605 troops conducting special outreach projects, the values of honesty, fairness, consideration, respect, resourcefulness and responsibility are carried into the community.

Ethics are taught at a young age and carried forward through the woman's life. In fact according to a Girl Scouts Research Institute study, women who were Girl Scouts when they were young, display more positive life outcomes than women who were not. This translates into a greater number of women achieving higher education as well as being more engaged in civic and community activities.

For over 100 years, Girl Scouts have been positively influencing women in this country and OK Ethics applauds their efforts.

For more information contact Roberta Preston, Chief Executive Officer, (918) 749-2551, Email: rpreston@gseok.org,

Website: www.gseok.org

The Oklahoma Center for Non-Profits



Oklahomans have a heart for helping others and we are fortunate to have the Oklahoma Center for Non-Profits to guide us in those endeavors. Their efforts help to ensure charitable and professional organizations achieve their altruistic dreams in the most principled, sound manner possible.

The Center is the state's sole provider of the Standards for Excellence Program, an intensive training and executive education series designed to increase efficiency, transparency and managerial best practices in the non-profit sector. The four-part series stresses, among other things, board governance, compliance, and fundraising ethics. Non-profits who embrace the principles taught in the program provide additional reassurance to

corporate and foundation funding entities that their monies are being used in a trustworthy and efficient way. To date, over 400 organizations from all over Oklahoma, including Oklahoma City, Tulsa, Bartlesville, Lawton and Muskogee, have graduated from the Standards for Excellence Program.

The Center "walks the talk" and was the first organization in Oklahoma to be completely certified in the Standards for Excellence. This means the Center meets all of the criteria required by the program so they know what they're doing. We are fortunate to have such a valuable resource promoting strong principles in our community!

For more information, contact Marnie Taylor, President and CEO, MTaylor@oklahomacenterfornonprofits.org.

Website: www.oklahomacenterfornonprofits.org



ONEOK was the first recipient of the OK Ethics Community Impact Award in 2012 and we are grateful for their inspiration to OK Ethics in starting this trend!

To Our Members...

Thank You for Promoting Integrity

PINNACLE MEMBERS- \$10,000



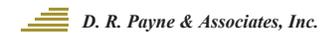
HORIZON MEMBERS - \$3,500



LEADING MEMBERS - \$1,500



TRAILBLAZER MEMBERS - \$500



FRONTIER MEMBERS - \$400



y at Work.

NAVIGATOR MEMBERS - \$8,000



MEDIA PARTNERS



STAR MEMBERS - \$5,500

ENTERPRISE HOLDINGS





OK ETHICS™

Mission Statement

Through the efforts of passionate, committed members, the Oklahoma Business Ethics Consortium strives to establish Oklahoma as a state known for high, personal and corporate ethical standards. The consortium provides a forum of support to the Oklahoma business community so that ethical standards and integrity in the workplace can be discussed, defined and reinforced.

Be the difference – Join Now
www.OKEthics.org

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

Thank You!

OK Ethics appreciates the support of our co-host for this special event!



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