



The *2018* **OK Ethics Awards**



Promoting Integrity at Work
www.OKEthics.org

THE OK ETHICS STORY



THE IMPETUS:

In the fall of 2003, a small group of business leaders, educators and attorneys gathered to discuss the misconduct that led to the downfall of industry giants like WorldCom, Enron and Arthur Anderson. **Consumer confidence and Wall Street were shaken.** At the time, few companies had ethics hotlines or intentional conversations within their organizations promoting integrity in the workplace. Something had to change...

THE IMPACT:

The group began meeting monthly, with attendance doubling nearly every time! The grassroots effort in OKC reached high velocity during the summer of 2004, when Tulsa joined in for a strategic planning session in Stroud. They decided to formalize into a 501c6, initially known as The Oklahoma Business Ethics Consortium. Later, it was abbreviated to OK Ethics.

Quickly growing too large for small discussion groups, speakers dedicated to ethics were invited. **These included CEOs, university presidents, former governors, attorney generals, whistleblowers and authors.** (See page 4 a sample list of past speakers.)

Thanks to the generous support of the members listed on these pages, OK Ethics continues to feature high-quality, thought-provoking presentations. Ratings for these events are consistently favorable; **98% of feedback indicates guests would "recommend participation in OK Ethics to a friend or coworker."** The organization is still run almost entirely by volunteers who generously donate their time.

THE PURPOSE:

In a nutshell, **OK Ethics' intention is to continually encourage, inspire and equip leaders in their endeavors to foster a culture of ethical behavior.**

To that end, OK Ethics has hosted The OK Ethics Awards since 2006, in order to share best practices among businesses, nonprofits and educational institutions.

THE FUTURE:

At the same time the Consortium was launched, the OK Ethics Foundation was established to reinforce ethical behavior on high school and university campuses throughout the state.

Growing fast, it was re-established as a separate 501c3 organization known as **The SEED Foundation** or The Student Education and Ethics Development Foundation. Dedicated volunteers **host students and offer opportunities for teachers** to share ideas on how to promote good character at school. (See page 17.)



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 OKEthics.org.

PINNACLE MEMBERS



NAVIGATOR MEMBERS



STAR MEMBERS



**JOIN OVER 100 COMPANIES
IN PROMOTING INTEGRITY AT WORK.**

When over 75% of employees stated they were overall satisfied with their companies ethics, they averaged **11% more improvement in their stock price** compared with companies who didn't.

—The Real Cost of Bribery, Forbes, 11/05/2013

In the US more than **50%** of the **largest corporate bankruptcies** have happened **due to unethical business practices**, costing nearly 10% of the U.S. gross domestic product in 2011.

—Fortune's "100 Best Companies to Work For"

HORIZON MEMBERS



LEADING MEMBERS



TRAILBLAZER MEMBERS



FRONTIER MEMBERS



NON-PROFIT FRONTIER MEMBERS



2018

OK Ethics Executive Pilot Award DR. NATHAN MELLOR



OK Ethics is delighted to present this special honor to Dr. Mellor for championing ethics, not only in our community, but around the world.

He is one of OK Ethics' top presenters, drawing large audiences that he inspires and equips with powerful messages about the importance of good character in our daily lives. His positivity, humor and wisdom are mighty antidotes to the chaos and distrust found in the world.

Dr. Mellor has not only addressed OK Ethics guests in attendance at OKC and Tulsa chapter events, he has also generously donated his time by assisting the OK Ethics Board with planning sessions. He has been a popular keynote speaker on campuses for over twenty years, and his impact is felt well beyond the borders of our state.



In pursuit of educational, humanitarian and religious interests, Dr. Mellor has studied or taught in Australia, Belize, China, England, Guyana, Israel, Jordan, Mexico, Russia and Rwanda. He is passionate about developing future leaders and is the co-founder of the Presidential Leadership Institute, hosted on the campus of York College, in collaboration with the Eisenhower Presidential Library and Museum.

Since founding Strata

Leadership with his business partner, Frank Smith, in late 2009, the company has grown from a single employee in a windowless office to a multi-million dollar family of companies, which include Mosaic Personnel, Qubit Creative and Strata Leadership.

Strata Leadership provides character and competence-based solutions to companies, governmental agencies, non-profits and educational institutions throughout the United States and abroad. Brands operating under the Strata Leadership umbrella include: The Academy of Sports and Character, Character Core, Character First Education, The Institute for Emerging Leaders, Monocle Press, Strata Leadership Center for Public Safety, and the Strata Leadership Executive Forum.

Dr. Mellor earned a doctorate of education in organizational leadership from Pepperdine University and a master's in dispute resolution from the Pepperdine University School of Law, where he was named a Straus Fellow. He also holds a Master of Science degree in education from Harding University, where he served as the Graduate Assistant to the University President. His bachelor's degree is also from Harding, where he served as Student Association President, earned his letter playing intercollegiate football, played trumpet in the Pep Band and sang in the choir. He lives in Edmond, Oklahoma, with his wife—a talented photographer—and two daughters.

About the OK Ethics Executive Pilot Award:

Each year, the OK Ethics Board of Directors selects an individual who has demonstrated support of OK Ethics, epitomizes our Oklahoma values and uses their talents to promote integrity in our community. In doing so, we humbly recognize that positive outcomes are not created by people who are perfect but by those who consistently and sincerely strive to do the right thing.

Honoring Pilot Award Recipients

— 2017 —	— 2016 —	— 2015 —	— 2014 —	— 2013 —	— 2012 —	— 2011 —	— 2010 —	
								
PIERCE NORTON <i>ONE Gas</i>	PETER M. DOBELBOWER <i>Hobby Lobby Stores, Inc.</i>	ROBYN EWING <i>The Williams Companies</i>	JIM PRIEST <i>Sunbeam Family Services</i>	JACQUE FIEGEL <i>Central Oklahoma Region for Prosperity Bank</i>	THOMAS LEGAN <i>Central Oklahoma Region for Prosperity Bank</i>	LARRY NICHOLS <i>Devon Energy</i>	TED STREULI <i>The Journal Record</i>	TOM HILL <i>Kimray, Inc.</i>

Just a Few OK ETHICS PRESENTERS



Tom Hill
Kimray Inc.

(2013 - OK Ethics 10 Year Gala)



Clarence Jones
Dr. M.L.King's
Speech writer
(2015 Speaker)



Pierce Norton
ONE Gas
(2017 Speaker)



David Prater, OKC D.A. (left)

Steve Ford, President Ford's Son (right)
(2016 Speaker)



Clifton Taulbert
Author, Entrepreneur,
Pulitzer Nominee
(2018 Speaker)



Mike Hingson
9/11 Survivor; Author
(2014 Speaker)



Cynthia Cooper
Worldcom
Whistleblower
(2014 Speaker)



Stephen MR Covey
Author
(2012 Speaker)

BUSINESS:

Boeing

James Bell (CFO)

Devon Energy

Dave Hager
Larry Nichols
John Richels

Express Employment Professionals

Bob Funk

Kimray

Chairman
Tom Hill

ONE Gas

Pierce Norton II

The Williams Companies

Robyn Ewing

ONEOK

John Gibson

WPX Energy

Rick Muncrief

Strata Leadership

Dr. Nathan Mellor

US Beef

Brett Pratt

WPX Energy

Rick Muncrief

Former President of Reebok

Dr. Marilyn Tam

JOURNALISM:

KFOR

Kevin Ogle

The Journal Record

Ted Streuli

The Oklahoman

Kelly Dyer-Fry

NBC Commentator & Dallas Morning News Columnist

Dave Lieber

COMMUNITY:

Building Community Institute

Clifton Taulbert

Oklahoma Medical Research Foundation

Dr. Stephen Prescott

INTEGRIS Health

Bruce Lawrence
Beth Pauchnik

OCAST

Michael Carolina

OKC District Attorney

David Prater

Salt & Light Leadership Team

Wes Lane

Sunbeam Family Services

Jim Priest

GOVERNMENT:

Current & Former Lieutenant Governors

Mary Fallin
Jari Askins
Todd Lamb
George Nigh

Attorneys General

Mike Turpen
Larry Derryberry
Susan Loving

Tulsa Mayors

G.T. Bynum
Kathy Taylor

Former OKC Mayor

Mick Cornett

EDUCATION:

University of Oklahoma

Joe Castiglione
Coach Sherri Coale

Oklahoma State University

Burns Hargis

Oklahoma City University

Tom McDaniel
Dr. Vince Orza

University of Central Oklahoma

Dr. Don Betz

MILITARY:

U. S. Naval Academy

Commander Arthur Gibb III, USN, PhD

Secretary of Veterans' Affairs

General Rita Aragon

AUTHORS:

Author (Watergate)

Chuck Colson

Entrepreneur Magazine's "Ethics Coach"

Gael O'Brien

The Ethics Guy

Dr. Bruce Weinstein

Fish! Author

Harry Paul

Author

Jim Stovall

Author (Tremendous Life Books)

Tracey Jones

9/11 Survivor & Author

Michael Hingson

OTHERS:

President Gerald Ford's son

Steve Ford

CoveyLink & Smart Trust

Stephen M. R. Covey

Worldcom Whistleblower

Cynthia Cooper

Worldcom Controller

David Myers

SPORTS:

OKC Thunder

Sam Presti
Pete Winemiller

Former Olympian & NFL Player

Johnny Quinn

**Co-Winner:
Nonprofit Category**



Throughout their 105-year history, timeless values have been a consistent hallmark of the Girl Scouts of Western Oklahoma. These are reflected in their Promise and Law, which emphasizes courage, honesty, caring, integrity, fairness and respect. While the Girl Scouts' Promise and Law was developed to impact girls, these guidelines influence everyone and everything in the Girl Scouts, from girl members and adult volunteers, to the organization's bylaws as well as the board of directors and staff.

EPIC Possibilities

The Girl Scouts' staff participates in the EPIC Program, which develops and recognizes competencies such as empathy, possibility thinking, innovation, and courageous leadership. Staff members are recognized for EPIC behaviors in several ways during the year by their peers and the management team. The program has been effective in promoting behaviors such as a service mindset, taking on challenging tasks, resolving conflicts, and pursuing a standard of excellence—characteristics that are models for young members and adult volunteers.





Community Leadership:

The ultimate goal of Girl Scouts is to achieve five leadership outcomes:

- **Strong Sense of Self:** Girls have confidence in themselves and their abilities and form positive identities.
- **Positive Values:** Girls act ethically, honestly, and responsibly and show concern for others.
- **Challenge Seeking:** Girls take appropriate risks, try things even if they might fail, and learn from mistakes.
- **Healthy Relationships:** Girls develop and maintain healthy relationships by communicating their feelings directly and resolving conflicts constructively.
- **Community Problem Solving:** Girls desire to contribute to the world in purposeful and meaningful ways, learn how to identify problems in the community, and create “action plans” to solve them.

By achieving these outcomes, girls develop their leadership potential and discover their values, skills, and the world, while taking action to make a difference.

Impact:

Girl Scouts of Western Oklahoma serves more than 11,000 members: 8,000 young girls between the ages of 5 and 17 years old and 3,500 adult leaders/volunteers. Based in Oklahoma City, they serve 39 counties from I-35 to the western border (excluding the Panhandle). Each Girl Scout Journey ends with the completion of a service project, which consists of the girls identifying a community issue or concern and “taking action” to affect positive change. Their projects fulfill needs within their communities and create change with the goal of becoming a sustainable effort, such as promoting literacy or helping foreign exchange students.

Responding to the 2017 survey data analyzing impact on personal development, parents observed significant progress with regard to character traits such as empathy for others, taking responsibility for individual actions and leadership. The most significant improvement was in regard to the participants’ willingness to persist when things are difficult, with 81 percent reporting positive developments.

We appreciate the wonderful work of the Girl Scouts in developing leaders with integrity!

Co-Winner: Nonprofit Category

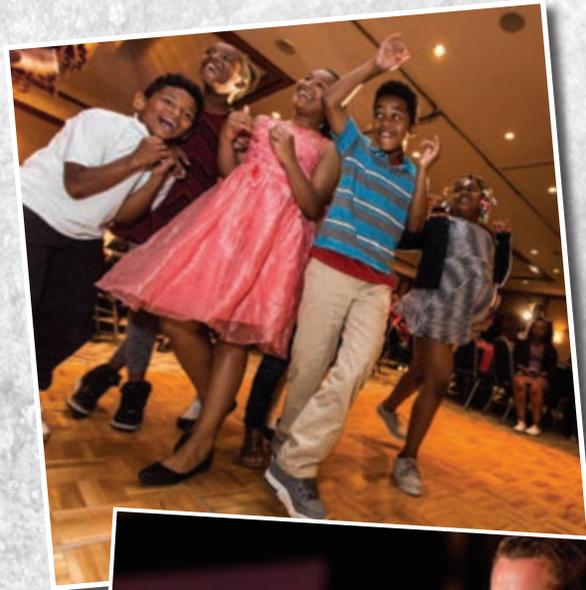


Each school day, Youth At Heart reaches 135 students in seven schools located in the Tulsa area. Many of these sites are categorized as Title I, indicating that they have high percentages of children from low-income families. Since its establishment 40 years ago, Youth At Heart has enriched the lives of 40,000 students—impacting them with academic enrichment and character education through a variety of after-school initiatives, including sports such as tennis. Their primary focus is on integrity, respect for diversity, responsibility, community service and building relationships.

Role Models

Dedication by the staff at Youth At Heart is impressive, with 99 percent of their core team serving the organization between 20 to 30 years. This is a testament to “walking the talk” and modeling their core values. Their shared approach of servant leadership and emphasis on the importance of positive relationships helps both the staff and their stakeholders achieve a common goal.

As one of their partners, Melissa McCorkle, the USPTA Director of Tennis Operations at LaFortune Park, described it like this, “Youth At Heart shines in having a staff that not only teaches character but lives it out in the way they work with the kids and their partners.”





Pathways To Success:

In working with under-resourced schools, neighborhoods and communities, Youth At Heart's primary mission is to ensure students and families have pathways to success. Seven years ago, they began a program honoring alumni for their achievements and thereby holding up additional models of positive behavior—including those that reflect the values taught by this important program.

Impact:

In their work with youth ages 6 to 18, Youth at Heart emphasizes important character traits. In assessing achievement of success for these initiatives relating to character education, they found that:

- 71% of their participants **display courtesy and respect** to other students
- 81% of their students engage in **active listening and follow instructions**
- 68% of Youth At Heart students **take responsibility for their actions**
- 69% of student **honor their commitments**
- 71% of students **improved in reading**
- Students also learn **sportsmanship and working as part of a team effort**

Keep up the good work!

Education Category



Oscar L. Parker Center for the Advancement of Ethical Standards in Business and Society

Founded in 1988, the Oscar L. Parker Center for the Advancement of Ethical Standards in Business and Society facilitates outreach to members of East Central University and the community at large with the sole purpose of promoting ethics education and ethical behavior on campus and in the community.

As their former director, Pat Fountain stated, “Ethics is not just a small part of a bigger focus—ethics is the Center’s *only* focus.”

“For 30 years, the Center has played a powerful role in helping Ada area businesses, organizations and individuals better understand and practice ethical behavior through the Center’s outreach efforts...”

It has certainly provided a model for all universities as it has fulfilled its mission of outreach to promote ethics, character, integrity and social responsibility in our community.”

— Karen Hudson, President/CEO of the Ada Area Chamber of Commerce





Reaching Beyond the Campus

With a small budget, no staff and limited resources, the Center has accomplished amazing things!

ECU's Parker Ethics Center promotes ethics through several channels: luncheons, lectures, and workshops open to the community. Specific events include an annual lecture on the subject of ethical standards in business and society as well as publicity to accompany the lecture. Other initiatives include:

- **Maintaining a library for studies of ethical issues,** situations and thought for the use of campus and community members.
- **Center leaders have served as workshop directors at the Ada Chamber of Commerce's Leadership YOUNiversity** – a series of monthly meetings for selected local professionals to help them gain the skills and knowledge to be successful in their professions. The presentations covered the advantages to individuals and organizations of making ethical decisions.
- For several years, the **Center teamed up with a student organization to present "The Ethics Summit."** Community leaders served as discussion facilitators. Topics included issues such as sexual harassment, disabilities and cheating.
- **The Center reaches out to high schools.** One high school worked with the Center's current director, Michael Scott, to establish their own ethics summit using college students as facilitators.
- **The Center coordinates annual lectures featuring speakers promoting ethical behavior.** The speakers share their expertise, wisdom, methods in ethical decision-making, experiences, and, at times, their ethical shortfalls and ensuing negative repercussions.

Impact:

Located in Ada, ECU's Parker Center for Ethics serves not only the university but the community as a whole. Since 1988, over 1,600 professionals and 3,400 students have directly benefited from the organization.

We applaud ECU's Parker Center for Ethics in their initiative to promote Oklahoma values of integrity at work!

Cultural Impact Category



A privately held company established in 1948, Kimray's mission is "Making a difference in the lives of those we serve." It is a reminder that employees don't just run machines, assemble parts, ship products, or push paper, but that they are also a part of something bigger that extends beyond the Kimray campus. This extends beyond the walls of their campus in Oklahoma City to employees' families, the community and society in general.

Kimray's Core Values:

- 1. Honoring the Lord in All We Do.** Kimray uses biblical principles as an important framework for making business decisions—which includes measuring success through lives changed, not just dollars earned.
- 2. Responsible Stewardship.** Everyone at Kimray is entrusted with resources. As stewards, we want to accomplish the most good with what we have.
- 3. Strengthening the Family.** Kimray is committed to building strong, healthy families for the benefit of our team members, our company and our society.
- 4. Maintaining a Good Name.** Every day is full of opportunities to strengthen Kimray's name by providing high-quality products and amazing customer service.

Character Champions

Kimray has a long history of championing ethical values on campus and in the community through the Character First program—now known as Character Core—which helps everyone at Kimray sharpen their awareness of a specific character trait each month. In addition to distributing the monthly Character Core magazines to every team member, an executive leader presents a 10-minute "Character Focus" at each of their company-wide meetings to bring extra attention to the monthly character quality.

Kimray also promotes ethical values through its hiring process and performance management system. Approximately half of an employee's annual review is focused on specific character traits that are essential for that department or position. This ensures that the organization doesn't just say character is important—they hold one another accountable for practicing integrity in real life.

In addition, public recognition is given to employees when they celebrate work anniversaries, but instead of just focusing on tenure, they highlight an individual's specific character strengths in order to reinforce the importance of integrity.



Community Impact

In 2017, Kimray gave approximately \$425,000 in charitable contributions to organizations that make a positive difference in the community. Most of these organizations have a strong focus on ethical values, including OK Ethics. Others receiving Kimray's support are:

- Oklahoma Schools of Character
- City Rescue Mission
- In The Gap
- Central Oklahoma Habitat for Humanity
- Shiloh Camp
- Girls Scouts of Oklahoma
- Salt and Light Leadership Training
- Central Oklahoma Quail Forever
- Youth for Christ
- Bridges of Norman
- Wings of Edmond
- Christian Heritage Academy
- Canterbury Voices
- Oklahoma City Boathouse Foundation
- Governor's Council for Workforce and Economic Development

Kimray is especially grateful for the implementation of the Oklahoma Schools of Character initiative, which has resulted in significantly lower suspension rates and fewer disciplinary referrals. Important improvements have been made with regard to reassuring the well-being of students. When they feel safe, pupils free their minds to learn and engage in meaningful lessons at school.

2018 OK Ethics Awards Selection Team



SUSAN BLAIR

A loyal OK Ethics Star member, this is Susan Blair's third year to serve on the OK Ethics Awards Selection Team. She is the chief financial officer for the Citizen Potawatomi Nation, the largest employer in Pottawatomie County. She has been with the Nation for 30 years, leading their accounting department from a three-member team to a 30-member team. She is also excited to have been involved with the growth of the Nation from 100 employees to over 2,200.

Susan attended both the University of North Texas and the University of Oklahoma. She has a bachelor's degree in psychology and is a certified public accountant.



DR. GAVIN ENCK

Gavin Enck, Ph.D, joined the Selection Team in 2017 and brings many valuable insights to this process. He serves as the director of Clinical Ethics for INTEGRIS Health and serves as a clinical ethicist for Baptist Medical Center in Oklahoma City. He is responsible for developing and overseeing the Clinical Ethics Consultation Services across INTEGRIS Health and chairs BMC's ethics committees. He is also creator and co-chair of the Central Oklahoma Bioethics and Palliative Care Consortium, a multi-institutional and interdisciplinary group that examines and collaborates on ethics and palliative care issues in patient care.

Prior to his current position, Gavin did a Clinical Ethics Post-Doctoral Fellowship at the M.D. Anderson Cancer Center at the University of Texas, Houston. He holds an M.A. from Ohio University and a Ph.D. from the University of Tennessee in philosophy. His academic research and publications focus on clinical ethics and the ethics of pharmaceutical neuroenhancement.



KITT LECHTER

Kitt Lechter is the president and CEO of the Better Business Bureau® (BBB) of Central Oklahoma, a private, nonprofit Oklahoma corporation that serves central and western Oklahoma. BBB is a source of unbiased information for both businesses and consumers. The organization helps people find and recommend businesses, brands and charities they can trust.

Kitt is a veteran member of the Community Impact Award, last serving as chairperson of the OK Ethics Award Selection Team in 2016. A graduate from the University of Tulsa, Kitt has a Bachelor of Science degree in business administration with a major in marketing.



SHERRY J. NELSON

Sherry Nelson serves as Director of Ethics and Compliance for WPX Energy in Tulsa, Oklahoma. WPX was honored in 2014 as the OK Ethics Compass Award recipient for the large company category. Prior to joining WPX, she spent 28 years with The Williams Companies working in a number of capacities including director, ethics and compliance. Sherry has served on several nonprofit boards in the past, including Youth Services of Tulsa and Life Senior Services. Currently, she serves on the board of Project Elf in Tulsa. Sherry was appointed to the position of vice president of Compliance for the Oklahoma Business Ethics Consortium in 2017.

She received her undergraduate degree from Northwestern Oklahoma State University in Alva and her law degree from Oklahoma City University.

CONFLICT OF INTEREST PROCESS

To ensure the integrity of the award process, each Selection Team member is asked to sign a conflict of interest statement. Careful discernment is used in determining whether or not a member of the team may be permitted to vote on an organization's application. To that end, OK Ethics requests that participants recuse themselves from voting if they have significant interest, or if their families have any control or interest, in the nominees' organizations. The Selection Team acts independently from the OK Ethics Board in that it does not seek approval of these selections prior to the announcement of award honorees.

BILL TURNER

Bill Turner is the vice president of Human Resources for Valir Health, a current OK Ethics Navigator member. Valir was the first company awarded the Compass Award when the program began in 2006. A regular attendee at monthly OK Ethics programs, this will be his second year to serve on the Selection Team. Bill has more than 30 years of human resource management experience, 25 years within the healthcare environment. Previously, he held the position of director of Human Resources for Deaconess Hospital, executive director for Home Care and Hospital Management, and chief operations officer for Oklahoma Dental Centers.

Bill holds a bachelor's in management of human resources as well as a master's in business administration from University of Phoenix and is SHRM-CP certified by the Society for Human Resource Management. He is a member of the Society for Human Resource Management, the Oklahoma City Human Resource Society, the Oklahoma Healthcare Human Resource Association, the American Society for Healthcare Human Resources Administration and a member of the Professional Advisory Committee for Breckenridge School of Nursing.



OSCAR WOMACK, JR.

Oscar Womack, Jr. owns Coherent Contracts, LLC, and specializes in providing federal contracts management consulting services. He is a certified professional contracts manager (CPCM), a certified purchasing manager (C.P.M.), and a certified management consultant (CMC). He is a retired lieutenant colonel from the U.S. Air Force, where he focused on systems acquisition management. A fellow of the National Contract Management Association, Mr. Womack has served as an examiner for the Oklahoma Quality Award Foundation and a judge for the Oklahoma Governor's Cup Collegiate Business Plan Competition. Oscar is the 2016 recipient of the Small Business Administration's Minority Champion Award for not only the state of Oklahoma but for all of SBA's five-state Region VI.

Oscar holds a bachelor's degree from Hobart College in Geneva, New York and an MBA from the George Washington University in Washington, DC, the city of his birth and childhood.



COMPASS AWARDS

The OK Ethics Compass Awards Program was implemented in 2006 to encourage companies' efforts to promote Oklahoma values of integrity at work. The program was temporarily suspended due to the economic downturn in 2016 but companies have continued to benefit from the best practices shared by these organizations. Training videos and past award applications are available online at www.OKEthics.org.

The rigorous criteria and scoring methods used in the Compass Awards process were based on the Malcolm Baldrige Quality Award standards, with a heavy focus on actions supporting systemic behavior to sustain ethical behavior.

COMPASS AWARD HONOREES

2015	KIMRAY, INC.
2014	HERTZ • WPX ENERGY
2013	ONEOK • LINDE
2012	MESA • OGE ENERGY CORP.
2011	COPPERMARK BANK • DEVON ENERGY
2010	EXPRESS EMPLOYMENT PROFESSIONALS • KIMRAY, INC. RETIREMENT INVESTMENT ADVISORS, INC.
2009	CHESAPEAKE ENERGY • LEADER COMMUNICATIONS INCORPORATED
2008	BKD LLP • IDEAL HOMES • PRINCIPAL TECHNOLOGIES, INC.
2007	BAMA COMPANIES • BOEING • COPPERMARK BANK • NEXTEP, INC.
2006	EIDE BAILLY LLP • VALIR HEALTH

About the Community Impact Awards

The OK Ethics Community Impact Awards Program was implemented in 2012, inspired by the OK Ethics Compass Awards process that began in 2006 and was based on Malcolm Baldrige criteria. The Selection Team at that time was headed by Mike Strong, former director of Oklahoma Quality Award Foundation, and Edith Steele, former director of the Oklahoma Accountancy Board. We are grateful for their wisdom and leadership in spearheading this initiative.

It has been realized that special recognition should be given to organizations, including nonprofits, that were making a positive impact, specifically in promoting Oklahoma values of integrity in our communities. ONEOK was the first recipient of this award, based on their significant contribution toward funding an endowed chair position at the University of Tulsa. As of 2017, OK Ethics has recognized about 40 organizations for their outstanding efforts.

- 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 are assessed based on the width and depth of these endeavors. For example, while monetary outreach is a consideration, the selection team is also 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:** Organizations 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 Impact Award – Honorable Mentions



Cordell High School's core values have been the cornerstone of their pursuit of integrity:

- **Determination** – We will not give up!
- **Encouragement** – We will uplift one another!
- **Vested** – We will spend the necessary time to get educated!
- **Integrity** – We will be honest and have strong morals!
- **Loyal** – We will support our school, fellow students and teachers!
- **Self-Discipline** – We will control our feelings and pursue what is right!

These values are manifested in the school's culture in several ways, including exceptionally high attendance rates (97.3 percent) and a scarcity of disciplinary problems. As former mayor, Mr. Phil Kliewer mentioned in his letter of recommendation, Cordell has instituted a "Random Act of Kindness" program. Staff members witnessing students going the extra mile recommends them for recognition in the form of an award from the school principal, Nick Hutchins.

Other noteworthy achievements include:

- **More than 75 percent of the Cordell students and their parents volunteer over 150 hours** to the school and community.
- **One of the ways they have promoted good character on their campus is through a bulletin board sponsored by the student council.** It routinely features different character promotions. For instance, one month, they placed the name of every staff

and faculty on the board for everyone to place positive notes about that individual.

- **In 2018, a dedicated team of students competed in their first Oklahoma High School Ethics Bowl** and achieved a respectable second-place finish among the 28 teams competing.



Serving girls ages 5-19, Girl Scouts of Eastern Oklahoma provides training

for personal growth. Their programs help girls develop their full individual potential; relate to others with increasing understanding, skill and respect; develop values to guide their actions and provide the foundation for sound decision-making; and contribute to the improvement of society through their abilities, leadership skills and cooperation with others.

According to the Girl Scout Research Institute (GSRI), Girl Scout alumnae displayed more positive life outcomes, such as a stronger sense of self, volunteerism and community work, civic engagement, as well as greater education and income or socioeconomic status compared to non-alumnae. (GSRI: Girl Scouting Works: The Alumnae Impact Study 2012)

Headquartered in Tulsa, Girl Scouts of Eastern Oklahoma has service centers in Bartlesville, McAlester, Muskogee, Stillwater, Ponca City and Ada. They strive to reach every girl, including through Title I schools, public housing, Salvation Army, Boys and Girls clubs and rural communities.

Today, the organization serves more than 13,000 girls and adult volunteers across 30 counties. Using both traditional volunteer-led troops and staff-led Community Outreach troops, they reach the most underserved girls. For instance, the Girl Scouts Beyond Bars Programs reunites mothers and children separated by incarceration. The combined programs of Community Outreach troops and Girl Scouts Beyond Bars helps to strengthen families and break the cycle of intergenerational incarcerations.



Based in Oklahoma City, Metro Technology Centers' mission is to prepare people for successful employment and life in a global society. The leaders of these Centers fully embrace the organization's Core Values, with a strong emphasis on ethics. They incorporate these standards in the hiring and interviewing process of employees, as well as engaging students to share these principles.

Some other efforts to promote integrity on their campus include:

- **Compliance officers are appointed** by the Superintendent and approved by the Board of Education to ensure that standards are upheld.
- **Promoting the Character Core initiative.** This involves a presentation of character traits at board, staff and instructional meetings.
- Recognized for **four consecutive years as a Top Place to Work**, Metro Tech scored high in the areas of trust, respect and diversity.

2017

Oklahoma Center for Character Education • Sunbeam Family Services
Better Business Bureau of Central Oklahoma • Rotary Club of Tulsa
Masonic Charity Foundation of Oklahoma • Metro Technology Centers

2016

Girl Scouts of Eastern Oklahoma • Oklahoma FFA Foundation
Boeing • Citizen Potawatomi Nation Tribal Police Department
Dove Science Academy • John Marshall Mid-High • Metro Technology Centers

- **Metro Tech was the first career technology high school in Oklahoma to compete in the 2018 Oklahoma High School Ethics Bowl.**
- **An OK Ethics Horizon member, Metro Tech consistently brings students to monthly events.**

Dedicated to continuous quality improvement, Metro Tech's culture focuses on high levels of quality, trust and attention to students and stakeholders.



ONE Gas uses creative and unique ways to promote their core values of safety and environmental responsibility, inclusion and diversity, exceptional service, and the creation of value for all stakeholders. Specific to the purposes of this honor, they make their position clear as stated below:

Ethics: We are accountable to the highest ethical standards; honesty, trust and integrity matter.

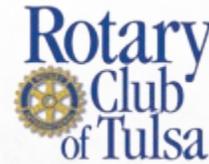
Every year, the Corporate Compliance and Ethics Department champions positive behavior through training, real life stories and even games. Some examples include:

- **The Compliance and Ethics Carnival** – Employees are challenged in games to reinforce their understanding of the company's Code of Business Conduct in a way that is fun and interactive.
- **During Compliance Week, ONE Gas invites all their employees to participate in an ethics essay contest.** Winners are awarded a catered lunch for their departments.
- Between the Tulsa and OKC Chapter, **the company averages over 30 attendees at the OK Ethics luncheons each month.** Executive leadership makes it a point to attend as many as possible. In fact, **ONE Gas' CEO Pierce Norton was awarded the Executive Pilot Award by OK Ethics in 2017** for his support of the organization. He continues to encourage all employees to find opportunities to advance their ethical learning.
- **The Ethics Decision Tree is an e-learning process that teaches a series of questions to help employees determine appropriate outcomes. An impressive 90% of the company's 3400 employees have completed this voluntary training.**



OSSM is a two-year residential public high school whose mission is to educate students who show promise of exceptional academic development and inspire them to make a difference in the world. This is achieved through both a rigorous learning experience and by enhancing involvement in outreach efforts that benefit the community. Examples include:

- **Students complete 20 hours of service during their two years with the school.** The purpose of this commitment, which earned all of their graduating students the Oklahoma SHINE Award, is to encourage them to give back to the communities that have supported them in their educational pursuits and to foster a sense of community and civic responsibility.
- **Establishment of the campus Kind Society, with the purpose of encouraging positivity and foster random acts of kindness.** Currently, the Kind Society consists of five committees, each of which meets on a weekly basis to perform a variety of functions, including (a) maintaining an anonymous "advice column" for student concerns, (b) identifying students who need special encouragement and finding ways to "make their day", (c) sending individual letters of encouragement to other students, and (d) sending letters of thanks to the faculty, administration, dorm parents, and the custodial and kitchen staff to show appreciation for their contributions to OSSM. In addition to a number of weekly activities, the Kind Society also organizes several larger activities each year that benefit the entire campus, including participating in the national RAK-week this spring. This initiative involves 35% of OSSM's student body.
- **OSSM partnered with the Student Education and Ethics Development Foundation to host the 2018 Oklahoma High School Ethics Bowl.** This was a major undertaking that involved participation from over 20% of their student body.



OK Ethics is pleased to recognize the Rotary Club of Tulsa for a second year. They champion positive ethical behavior by actively engaging with the community using the Four-Way Test as a priority. It is a nonpartisan and nonsectarian ethical guide for Rotarians to use for their personal and professional relationships. The test has been translated into more than 100 languages, and requires responses to important questions:

1. **Is it the truth?**
2. **Is it fair to all concerned?**
3. **Will it build good will and better friendships?**
4. **Will it be beneficial to all concerned?**

One way The Rotary Club of Tulsa positively impacts their community is through **the Above and Beyond Awards. This program honors a Tulsa police officer and firefighter of the year.** Founded in 2008, the awards recognize these public servants for outstanding acts of character, commitment and compassion to both their profession and community. Nominated by their peers, these award recipients have gone "Above and Beyond" the requirements of duty and exemplify the values reflected in the Rotary Four-Way Test.



United Way's **Community Investment process plays a vital role in ensuring a high degree of accountability and adherence to ethical standards are met by their 120 programs and 58 partner agencies that receive funding.**

Public trust is essential in obtaining donations necessary to sustain this nonprofit's endeavors whose mission is to improve the health, safety, education and economic well-being of individuals and families in need in central Oklahoma. **United Way has earned trust as demonstrated by their Four-Star Charity rating by Charity Navigator and Guidestar's Silver rating.**

United Way's core values include consistently exhibiting integrity, loyalty, passion for improving the business, striving for excellence, team player, seeking and accepting responsibility, mentoring others, communicating openly and adapting to change. These core values greet employees every morning as they are displayed on their computer desktops and each employee has a framed photo of these values in their offices as an important reminder.

2015

General Tommy Franks Leadership Institute Oklahoma Christian University
 Dove Science Academy • Junior Achievement • Global Gardens Oklahoma FFA Foundation • Oklahoma County Sheriff's Department Girl Scouts of Eastern Oklahoma • Oklahoma Center for Non-Profits

2014

Champlin Broadcasting • Dove Science Academy Girl Scouts of Eastern Oklahoma Girl Scouts of Western Oklahoma Global Gardens • Metro Technology Centers University of Oklahoma Integrity Council

2013

Dove Science Academy General Tommy Franks Leadership Institute Girl Scouts of Eastern Oklahoma • Girl Scouts of Western Oklahoma Metro Technology Centers • Oklahoma Center for Non-Profits SandRidge Energy/Public Strategies

2012

ONEOK

OK Ethics original mission included mentoring and support of ethics education. This initiative has flourished through **The S.E.E.D. Foundation**, a separate 501c3 organization.



Thanks to the robust leadership of S.E.E.D.'s volunteers and dedicated educators, the initiative is reaching more students than ever before.

Since 2005, a portion of OK Ethics' dues have been contributed to The S.E.E.D. Foundation in order to assist the group of volunteers in hosting university and high school ethics competitions. In addition, members often donate seats for students to attend various OK Ethics programs.

These efforts to support our youth are paying off!

- Beginning in 2011, our university students have placed in the **top five winning categories** in the Regional Ethics Bowl held each year in San Antonio.

- Oklahoma hosted its first high school ethics bowl in 2016 and our first Oklahoma team, Dove Science Academy, participated in the National High School Ethics Bowl held in North Carolina. Supported by the Masonic Charity Foundation of Oklahoma, this initiative has grown to nearly outpace the first national competition!

We are deeply grateful to the teachers and professors who have invested their time to develop our future leaders! Valuable skills such as identifying, prioritizing and articulating ethical issues are key to preparing for life's ethical challenges.

CONGRATULATIONS! 2018 HIGH SCHOOL ETHICS BOWL

On January 20, 18 high schools hosted 27 teams in the annual High School Ethics Bowl. Winners will progress to the national high school competition to be held at the University of North Carolina at Chapel Hill on April 20 – 22.

1st Place

Norman North High School
(Virtue Team)

2nd Place

Cordell High School
(Mighty Blue Devils)

3rd Place

Altus High School
(Bulldogs)

4th Place

Oklahoma School of Science and Mathematics (Wee Wizards)

ANNUAL HIGH SCHOOL ETHICS BOWL PARTICIPANTS

Ada High School
Altus High School
Cordell High School
Dove Science Academy

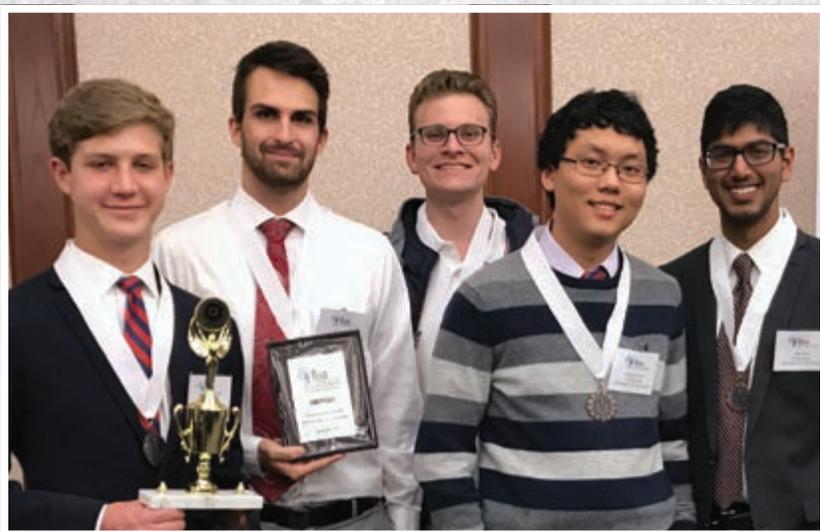
Healdton High School
John Marshall High School
Lawton High School
Mercy School

Metro Technology Center
Noble High School
Norman North High School

Oklahoma School of Science and Mathematics
Pawnee High School
Pryor Schools

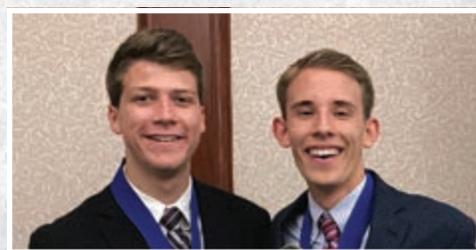
Southeast High School
Star-Spencer High School
The Academy of Classic Christian Studies

OKLAHOMA STATEWIDE COLLEGIATE STUDENT ETHICS CHALLENGE



REGIONAL ETHICS BOWL CHAMPS

OU Sooners



1ST PLACE WINNERS

Oklahoma Christian University, Team Eagles



2ND PLACE WINNERS

Oklahoma Christian University, Team Aguilas

REGIONAL ETHICS BOWL DELEGATES HELD IN SAN ANTONIO:

Cameron University
Oklahoma Baptist University

Oklahoma Christian University
Oklahoma City University

Oklahoma State University
Oklahoma University

University of Central Oklahoma

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

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VOLUNTEERS ARE VIP'S



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 or email okethics@okethics.com for opportunities.

HALL OF FAME

Director Emeritus Members

We honor these individuals who have contributed so much to the success of OK Ethics. As non-voting emeritus members, we still rely on their wisdom, organizational knowledge, commitment to OK Ethics Guiding Principles and historical perspectives.



JANICE DOBBS
Director Emeritus, Founding Member
 Devon Energy Corporation (Retired)



LYNN FLINN
Founder, Tulsa Chapter
 The Rowland Group



ROB MARTINEK
Director Emeritus
 The Bama Companies (Retired)



VALERIE FRIED
Director Emeritus, Founding Member
 Chicago Title



GARYL GEIST
Director Emeritus; Past President
 The Dean McGee Eye Institute



KELLIAN SCHNEIDER
Director Emeritus
 FullForce Marketing & Brand Development

Mission

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.

Vision

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

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, 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.

Be the difference — Join Now
www.OKEthics.org

Each company's award application may be found on our website.

Program Design Provided by:

the
Creative
Guy