

The Oklahoma Business Ethics Consortium



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

BE THE DIFFERENCE · WWW.OKETHICS.ORG

AGENDA • OCTOBER 22ND, 2015 • TULSA CHAPTER

I. Welcome & Kudos

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

II. Upcoming Events

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

Advance reservations are required for all events. Visit okethics.org for more information!

- Truthfulness, Fairness, & Standards of Decency: Perspectives on Ethics from Media Leaders
November 18 — DoubleTree by Hilton
- Navigating the Ethical Line in Investor Communications
Andrew Ziola, VP of investor relations and public affairs, ONE Gas
January 14 — DoubleTree by Hilton

III. Statewide Student Ethics Challenge

Colin Schoonover, Director, OK Ethics Foundation Board (Manager of Pipeline Systems, Engineering Services & Asset Management, ONE Gas)

- Statewide Student Ethics Challenge
Saturday, October 24
Southern Nazarene University

IV. Membership Drive Underway

James Kelley, The Rowland Group; Membership Chair, OK Ethics

Have you renewed your membership? Our new fiscal year started October 1.

Why join?

- It's the right thing to do—for your business and community.
- Promote Oklahoma values of integrity at work.
- Provide opportunities to hear top-notch speakers focused on ethics. (See page 5 for upcoming events.)
- Support student ethics initiatives, including the annual Statewide Student Ethics Challenge as well as participation in regional and national ethics bowls.
- Provide an affordable membership option for the nonprofit community, in support of their important work to improve our communities and provide services to those in need.

For more information, contact James Kelley at james@rowland-group.com.

V. Guiding Principle & Introduction

Marcia MacLeod, WPX Energy, Senior VP of HR and Administration

VI. Keynote

Rick Muncrief
President and CEO, WPX Energy

See pages 6 & 7 for Mr. Taylor's bio and program outline.

UPCOMING EVENTS

TRUTHFULNESS, FAIRNESS, & STANDARDS OF DECENCY: PERSPECTIVES ON ETHICS FROM MEDIA LEADERS

Ted Streuli

The Journal Record, Editor

Susan Ellerbach

The Tulsa World, Executive Editor

Jim Langdon

TulsaPeople, Publisher

Lee Williams

RSU Assistant Professor in Communications and Freelance News Producer

Moderator: Barrett Waller

Waller & Company, President & CEO

Co-Sponsored By:



November 18th

DoubleTree by Hilton

Downtown Tulsa

Navigating the Ethical Line in Investor Communications

Andrew Ziola
VP of Investor Relations and Public Affairs, ONE Gas

January 14th
DoubleTree by Hilton
Downtown Tulsa



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

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

PINNACLE MEMBERS



NAVIGATOR MEMBERS



STAR MEMBERS



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

APPRECIATION:

OK Ethics relies primarily on volunteers to achieve the organization's successful pursuit of Oklahoma's values of integrity at work. It takes leadership and teamwork to host these exciting events and we salute your dedication in achieving OK Ethics' mission! Listed below are today's volunteers who consistently provide service to our members:

AGENDAS:

Thank you Steve Rockwell from the University of Tulsa for printing this month's agendas. We need help from individuals willing to print future agendas. Please contact Lynn Flinn at lynn@rowland-group.com.

VOLUNTEERS-AMBASSADOR TEAM:

These friendly people welcome our guests each month and assist in helping them locate seats. They also arrive early to help distribute agendas and assist with name tags.

Karie Mullins	<i>NORDAM</i>	<i>Team Leader</i>
Shelly Gallaway	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Colin Schoonover	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Rex Wilson	<i>ONE Gas, Inc.</i>	<i>Ambassador</i>
Julie Leggett	<i>ONEOK</i>	<i>Ambassador</i>
Trey Bowen	<i>The Rowland Group</i>	<i>Ambassador</i>

VOLUNTEERS-REGISTRATION TEAM:

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

Tori Childers	<i>The Rowland Group</i>	<i>Registration</i>
David Christie	<i>The Bama Companies, Inc.</i>	<i>Registration</i>
Vanessa Statum	<i>Career Development Partners, Inc.</i>	<i>Registration</i>
Amber Waid	<i>ONEOK</i>	<i>Registration</i>

SPECIAL INITIATIVES:

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

OTHER INITIATIVES:

Jalisha Petties*	<i>OK Ethics</i>	<i>Member Care Coordinator</i>
Anna Rosenthal*	<i>Accounting Principles</i>	<i>Notices & Special projects</i>
Tawni Phelan*	<i>Factor 110</i>	<i>Name Tags and Guest Services</i>

*Paid Service Provider

HELP WANTED:

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

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

MANY THANKS TO OUR HORIZON MEMBERS:



WANT TO BE PART OF THE TEAM THAT HELPS OK ETHICS FLOURISH?

Please contact these leaders to see how you can help.



Karie Mullins serves as the Chief Ambassador for the OK Ethics ambassador team in Tulsa.

She arrives early (10:45 a.m.) to prepare for guests and organize her team. The ambassador team is responsible for greeting visitors, distributing agendas, handing out name tags, and seating guests. They are the first smiling faces you see at the luncheons! *If you are interested in helping, please contact Karie via email at legalmullins@cox.net.*

Karie is a native of Joplin, Missouri. She is the Senior Manager of Compliance & Integrity at NORDAM. With 26 years of experience in the legal field, she is a Certified Compliance & Ethics Professional, a member of the Society of Corporate Compliance and Ethics, and holds degrees in Political Science and Paralegal Studies. She is a highly driven individual who thrives on helping others. Karie is celebrating her 15th wedding anniversary this year and is the proud parent of three boys.

WELCOME NEW CONSORTIUM BOARD MEMBER!



Stephanie C. Cipolla

Vice President, Human Resources, The Williams Companies

Vice President since 2008, Stephanie currently leads the Human Resources function, responsible for strategy, compensation, benefits, leadership development, staffing, analytics, HRIS, training and employee relations. She has been employed with Williams since 1991. Stephanie is a graduate of Oklahoma State University earning degrees in Economics (BA) and Accounting (BS). She began her career in the Professional Development Program (PDP) at MAPCO in 1991. Stephanie serves on several internal committees including the Learning and Training Council and the Ethics Advisory Panel. Outside of Williams, Stephanie currently serves as President of the Board of Directors of Jenks Public Schools Foundation. She is a member of the Oklahoma Executive Human Resource Legislative Forum, is a past appointee to the Oklahoma Governor's Council for Workforce and Economic Development and has served on many other outside non-profit Boards. She is a member of numerous HR associations and enjoys spending time with family and friends.

WELCOME NEW BOARD MEMBERS!

The mission of the OK Ethics Foundation (a separate entity from the Consortium) is to support initiatives on various campuses through Oklahoma. 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 involvement personal integrity. In addition, the Foundation provides speakers to address student ethics chapters. By learning from experienced professionals, the students become better prepared to handle difficult issues that they may encounter in the workplace.

Joining the team of long-time Foundation Board leaders:

Shannon Hiebert, OK Ethics Foundation President
(Vice President of Human Resources, Enterprise Holdings)

Pam Fountain-Wilks, Past President
(CEO of Principal Technologies)

Tony Blasier, Director
(Vice President of Ethics, Chesapeake Energy)

Colin Schoonover, Director
(Manager of Pipeline Systems, Engineering Services & Asset Management, ONE Gas)

Bob Byrne, Director
(Former Ethics Advisor, Boeing)

Joy Labar, Director Emeritus
(Director, Internal Audit; AEP)

NEW FOUNDATION BOARD MEMBERS:



Apryl Bussen
Ethics Advisor,
Boeing

Apryl joined Boeing in May 2011 with roles in the business operations and supplier management organizations. In December, 2014,

she joined the Ethics and Business Conduct organization within Boeing as an Ethics Advisor in Oklahoma City, focusing on enabling an open and accountable culture. Prior to joining the company, she held various roles in defense industry companies, including roles in compliance. In the summer of 2015, Apryl participated as a judge in the General Tommy Frank's High School Ethics Bowl.

Apryl holds bachelor's degrees in Business Administration and in Accounting from the University of Maryland, University College, and a master's degree in Acquisitions and Supply Chain Management.



Deborah J. Hill Burroughs, JD
Professor, Langston University

Deborah is a pastor's wife, a retired human resource professional and retired college administrator. Since

retiring from Langston University as the Director of Programs and Services, she serves as an adjunct professor at Langston University, OKC Campus (LUOKC), and as a volunteer in various civic and community organizations including as a Board Member of Black Liberated Arts Center (BLAC).

Deborah is very passionate about the mission and programs of OK Ethics. She was the advisor of the college chapter at LUOKC, coached debate teams; and, this summer was a judge in OK Ethics' first high school competition in 2015. Deborah has served on the OK Ethics' Ambassador Team for several years. Previously, Deborah served on the Education Committee of Character First, and was instrumental in LUOKC becoming one of the first College campuses of Character.



Tony A. Scott,
Esq., CPA
Vice President,
Relationship Manager

Tony A. Scott joined Heritage Trust as vice president, relationship

manager in early 2014. Mr. Scott began his professional career as an auditor at Peat Marwick Mitchell, now KPMG. He left public accounting in 1984 and devoted the next 30 years of his career to nonprofit work.

Tony is a 1982 graduate of East Central University where he earned his bachelor's degree in accounting. He later attended night school at Oklahoma City University School of Law where he obtained his law degree in 1991. He is dually licensed as an Oklahoma attorney and CPA and is an active member of both the Oklahoma Bar Association and Oklahoma Society of CPAs.

For 10 years, Tony served as a local, national and international instructor for the Becker CPA review course. Additionally, he has taught as an adjunct professor in the schools of business at Oklahoma Christian University, Washburn University and Oklahoma City University.

Tony has previously served on the board for the

Oklahoma Society of CPAs, East Central Alumni Association, Edmond Parks and Recreation and Kickingbird Golf Course. He is a Leadership Edmond Class VIII graduate. In addition, Tony currently serves on the Board of Oklahoma Lawyers for Children, an organization dedicated to representing children in the Juvenile Division of the Oklahoma County Court. In addition, Tony regularly serves as an Executive Ambassador for OK Ethics.



Joe Walker,
CPA, MBA
Audit Manager,
BKD, LLP

Joe graduated from the University of Central Oklahoma (UCO) with a Masters of Business Administration (MBA)

and a Bachelor of Science degree in Accounting. While he was graduate student, he passed all four parts of the CPA exam. As a result, he started his career in accounting with the CPA exam already completed. Except for short period of time as an accountant for a Broker Dealer, his career has been in audit.

Joe has gained experience in a variety of areas in audit, such as oil and gas, manufacturing, non-profit organizations, and governmental entities, which include Single Audits (a.k.a. OMB Circular A-133 audits) and benefit plans, such as defined benefit and contribution plans. Currently, he is an Audit Manager for BKD, LLP, national public accounting firm.

Joe has been actively involved with the Oklahoma Business Ethics Consortium (OK Ethics). As a graduate student at UCO, he organized one of the first student chapters of OK Ethics in 2005. He has served as a judge for the Student Ethics Challenge since 2006.

STATEWIDE STUDENT ETHICS CHALLENGE 2015

Many thanks to the judges and special volunteers who are serving!

*Bob Byrne	Ethics Advisor (Retired)	Boeing
Chaplain Don Duncan	Chaplain	Oklahoma County Sheriff's Office
**Chris Caldwell	CPA	
* Colin Schoonover	Manager, Data Maintenance, Asset Strategy, Policy & Information Systems	ONE Gas
David Greenwell	OKC Councilman &	Partner, McGladrey LLP
David Van Meter	Attorney at Law	Van Meter Law Firm
Dean Fisher	Chief of Staff	Congressman Steve Russell
*Deborah Burroughs	Director of Programs & Services (Retired)	Langston University
Donna Miller	Owner	Executive Resource
Dr. George Young	Representative	OK House of Representatives
Glenda Cantrell, J.D.	Chief Compliance Officer	ONE Gas
Jack Rosenberg	Senior Manager	Chesapeake Energy Corporation
*Janice Dobbs	VP & Corporate Secretary (Retired)	Devon
*Joe Walker	Audit Manager	BKD LLP
Julie Toben	Chief Financial Officer	Masonic Charity Foundation of OK
Keith Chappell	Sr. Engineering Manager	The Boeing Company
Kris Steele	Former Speaker of the House of Representatives; Oklahoma	The Education and Employment Ministry
Lori Young	Attorney/Executive Director	Trinity Legal Clinic of Oklahoma, Inc.
*Pam Fountain	Chief Executive Officer	Principal Technologies
Reverend Linda Brinkworth	Pastoral Care Ministry	St. Luke's United Methodist Church
Reverend Ray Belford	Senior Pastor	First Christian Church
Ross Hill	Founder & Chief Executive Officer	Bank 2
Sandra Nettleton	Director of Compliance	University of Oklahoma
*Shannon Hiebert	Regional Vice President, Human Resources	Enterprise Holdings
*Shannon Warren	Founder	Oklahoma Business Ethics Consortium
Sonja R. Porter	Attorney	Attorney at Law
* Tony Blasier	VP Ethics/Corporate Security	Chesapeake Energy Corporation
Young Chappell	Systems Engineer	The Boeing Company

* OK Ethics Board of Directors, ** Scorekeeper

Many thanks to the moderators who serve in important roles of keeping us on track!

Ann Byrne Morgan Hartman David Howell Mel Inman Lauren Maxey Dr. Ed Walker

Teams

Oklahoma City University, OCU-Aries

Advisors: Dr. James Guzak, Associate Professor; Justin Wareham, Assistant Professor

Oklahoma City University, OCU-Orion

Advisors: Dr. James Guzak, Associate Professor; Justin Wareham, Assistant Professor

Oklahoma Baptist University, OBU Bison

Advisors: Dr. Rich Rudebeck, Professor of Business; Dr. Tawa Anderson, Assistant Professor of Philosophy

Cameron University

Advisors: John K. Masters, Associate Professor

Cameron University, Just Cause

Advisors: John K. Masters, Associate Professor

Oklahoma Christian University, Eagles

Advisors: Jeff Simmons, Dean

Oklahoma Christian University, Aquilas

Advisors: Jeff Simmons, Dean

Oklahoma State University, The Good Ethics Team

Advisors: Brian Deer, Lecturer

Southern Nazarene University, Storm

Advisors: Cindy Powell, Professor; Brent LaVigne, Chair

St. Gregory's University

Advisors: Dr. Mayda Shorney, Dr. Angela M. James

University of Oklahoma, Hi

Advisors: Stephen Ellis, Associate Professor; Breea Clark, Associate Director

University of Oklahoma, Rickety

Advisors: Stephen Ellis, Associate Professor; Breea Clark, Associate Director

University of Oklahoma, Whoop-te-do

Advisors: Stephen Ellis, Associate Professor; Breea Clark, Associate Director

University of Central Oklahoma, UCO Bronchos

Advisors: Katherene Terrell, Chair and Professor; Charles Gray, Professor

Rose State College, Rose State College 1 & 2

Advisors: Kirby Harzman, Director, student engagement

ACCOUNTABILITY

Presented by

RICK MUNCRIEF

**President and CEO,
WPX Energy**



About our Presenter:

Rick Muncrief is the President and CEO of Tulsa-based WPX Energy and a member of the company's board of directors. He has 35 years of experience in upstream and midstream operations. He also serves on the board of directors for the American Petroleum Institute (API) and the American Exploration and Production Council (AXPC).

Prior to WPX, Rick spent 5 years with Continental Resources and 27 years with ConocoPhillips, Burlington Resources and their predecessor companies. He has lived and worked in Tulsa, Okla., Oklahoma City, Okla., Enid, Okla., Farmington, N.M., Denver, Colo., Billings, Montana, Amarillo, Texas, and Elk City, Okla., during his career.

He is third-generation oil and gas, and his children are following

in his footsteps. His grandfather worked on work-over rigs for a short time as a young man. His father spent his career in pipeline, compressor and plant construction, and is still working today. And now, Rick's daughter and son both work in energy.

Rick has a Bachelor of Science degree in petroleum engineering technology from Oklahoma State University. He is a native of Ardmore, Okla., grew up in west Texas and southeast New Mexico, and finished high school in Elk City.

Rick married his high school sweetheart, Gail, and paid for college by working on rigs during summers, weekends and on holidays. Civically, he serves on the board of directors for the Tulsa Area Boy Scouts and is active in his church.

GENERAL PROGRAM DISCLAIMERS:

LEGAL: Members of the Oklahoma Business Ethics Consortium frequently share information concerning various issues and developments that may have legal implications. The discussions, commentary, and handouts at Consortium meetings or presentations to other organizations are for general informational purposes only. They cover only some aspects of the subject topic, and do not constitute a complete legal analysis of the topic or how it might apply to any particular set of facts. Before taking any action based on information presented during a Consortium event, participants are encouraged to consult a qualified attorney.

PHOTOGRAPHY: Occasionally, photos of the event are made and these may be posted on the OK Ethics website or Facebook page. By attending the program, participants tacitly understand and agree to this process. If preferences are otherwise, please notify us at okethics@yahoo.com or call (405) 889-0498 and we will be happy to comply with your wishes.

PRESENTATION STANDARDS:

The observations and comments of presenters at Consortium meetings and networking are the views and opinions of the presenter and do not constitute the opinion or policies of the Consortium or any of its members. Presenters are respectfully requested to honor OK Ethics Guiding Principles as well as avoid profanity, preaching, politics, put-downs and self-promotion during their lectures. To ensure accountability, participants are invited to evaluate each program according to these and other standards.

Visit okethics.org to view videos of past programs, see who's who in OK Ethics, obtain research and articles on ethics.



Building A Culture Of Accountability

Rick Muncrief, CEO

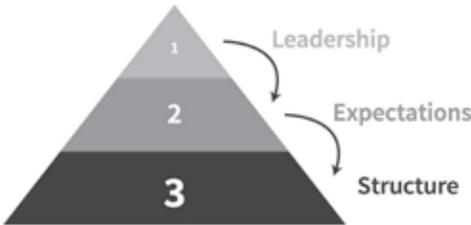
WPXENERGY.



Top 5 Takeaways

WPXENERGY.

Leaders Have To Lead



1 Leadership

2 Expectations

3 Structure

WPXENERGY. OKETHICS

Define Your Circle Of Accountability



CEO

FAMILY

BUSINESS PARTNERS

SHAREHOLDERS

BOARD & MANAGEMENT

STAKEHOLDERS

WPXENERGY. OKETHICS

Gotta Be Able To Look Yourself In The Mirror



WPXENERGY. OKETHICS

Being Accountable Means Making The Hard Choices



WPXENERGY. OKETHICS

You Have A Choice: What's Yours?



SOONER

LATER

WPXENERGY. OKETHICS



Videos of many previous programs are available online at www.okethics.org/videos. Watch for today's video to be posted in about a week.

GUIDING PRINCIPLES

Adopted July, 2004

To ensure that the Consortium fosters positive characteristics of integrity in the successful achievement of its goals, these Guiding Principles were discussed and adopted (with revisions) during a milestone planning session held by Consortium leaders in Stroud on June 18, 2004. These principles were developed based on the Character First's values and philosophies.

RESPONSIBILITY TO SELF AND OTHERS

Service

- Passion for promoting ethics and integrity
- Encouraging the promotion of ethical behavior through personal actions and
- Sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium.

Collaboration

- Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- Service to the Consortium over promotion of self-interest
- Cooperation emphasized over competition in promoting ethical business conduct
- Members collaborate by being constructively engaged in discussions regarding ethics
- Seeking consensus in interactive discussions regarding ethical matters.

Respect

- Members may become aware of confidential information shared by others in an effort to determine an ethical course of action. We ask members to be sensitive in recognizing and respecting the efforts made toward achieving ethical behavior. In that vein, public disclosure of this information is discouraged.
- We respect other members and the process by:
 - Exhibiting listening skills and actively listening to discussions
 - Being open to other points of view and outcomes
- We are an inclusive organization and demonstrate this by welcoming members who are in different stages of learning as applied to ethical behavior.

LEAD WITH INTEGRITY

Dependability

- Members are asked to demonstrate their support of this initiative by consistently attending meetings.

Initiative

- Recruiting other members who have demonstrated a desire to promote ethical behavior in their organizations.
- Recognizing what needs to be done to help promote the Mission of the Consortium and taking action to assist in that effort.

Honor

- Members are asked to honor the Consortium through the practice of integrity and ethical behavior in their business dealings.
- We express gratefulness to our hosts, sponsors and speakers; as well as to those whose volunteer service makes OK Ethics a stronger organization.
- Realizing that each of us is in a mode of continual learning, we demonstrate humility, care and compassion when sharing our thoughts and knowledge.

Courage

- Speak the truth with confidence and encourage others to do the same.

INSPIRE TRUST

We serve and promote the cause of truth with integrity, objectivity and fairness to all persons.

- We hold ourselves accountable by consistently honoring our word.
- We extend trust abundantly to those who have earned it.
- Trust, once earned, will not be taken for granted, manipulated or abused.

Visit okethics.org for resources, videos, articles and to see who's who.



**Like us on
Facebook.**

