

The Oklahoma Business Ethics Consortium



PROMOTING OKLAHOMA VALUES OF INTEGRITY AT WORK SINCE 2003!

BE THE DIFFERENCE · WWW.OKETHICS.ORG

AGENDA • MAY 17TH, 2017 • OKC CHAPTER

I. Welcome & Kudos — Todd Lisle
BKD, LLP; Chairman, OK Ethics Board of Directors

II. Table-Top Discussion — Jim Priest
CEO, Sunbeam Family Services; Former OK Ethics Executive Pilot Award Honoree; Director, OK Ethics Board

What would you do?

Please invite someone at your table to facilitate this discussion, being sure that everyone has an opportunity to participate (no pressure). While the discussion is taking place, ask someone to complete the 4X6 card on your table summarizing the group's decision as to what the consensus of the table and the primary ethical rationale behind it. These cards will be collected just before the keynote presentation and Jim Priest will read a few from the podium.

Goody Manufacturing is a publicly traded company located in one of the highest unemployment areas of the state.

- *Goody's HR manager is suggesting that the quality of life for its current workforce would be enhanced if they did not have to work overtime so often; she is recommending hiring an additional 100 entry level employees to work on the production line. In addition, she argues, it will show Goody is being a good community partner by providing jobs to those who need them.*

- *The Goody CFO is opposed to this idea since the company can better afford to pay overtime than hire new employees. Further, the HR manager's proposal will reduce the company's profitability, reduce the return to shareholders and, perhaps, cause Goody's stock price to decline.*
- *Your table is Goody's board of directors. Do you follow the HR manager's recommendation or the CFO's? Write out (legibly) your answer and a brief explanation on the 4x6 card on your table. These will be collected by volunteers.*

III. Upcoming Events — Shannon Warren
Founder/CEO, OK Ethics

Honoring Students & 2017 Graduates

IV. The SEED Foundation — Shannon Hiebert
Vice President, Human Resources,

Enterprise Holdings; Vice President, Mentoring, OK Ethics

Honoring Dr. Kathy Terrell, University of Central Oklahoma

V. Introduction — Shannon Hiebert

VI. Keynote Speaker

Robert A. Funk
Founder/CEO – Express Employment Professionals
See program highlights on page 5.

UPCOMING EVENTS

COMPROMISE: OVERCOMING POLARIZATION
HALF-DAY WORKSHOP & LUNCHEON

Featuring
Dr. Gavin Enck
Director, Clinical Ethics, INTEGRIS Health

Jim Priest
CEO, Sunbeam Family Services

Lyn Watson
President, Mosaic Personnel Inc.

June 19 METRO TECH DOWNTOWN CAMPUS

the
BUSINESS ETHICS
Field Guide

Presented by co-authors:

BILL O'ROURKE
President, Alcoa-Russia (Retired)

DR. BRAD AGLE
Professor of Ethics and Leadership, Marriott School of Management; Brigham Young University

Sept. 20 PETROLEUM CLUB DOWNTOWN OKC

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

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



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VOLUNTEER 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:

Many thanks to the volunteers from **Metro Technology Centers** who provide our monthly agendas.



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.

Thad Chance	<i>Accounting Principals</i>	<i>Team Leader</i>
Bob Byrne	<i>USAF & Boeing (Retired)</i>	<i>Chief Diplomat OK Ethics Board</i>
Sally Boyd	<i>Duncan Oil</i>	<i>Ambassador</i>
Dr. Deborah Hill-Burroughs	<i>Langston (Retired)</i>	<i>Ambassador</i>
Bobby Redinger	<i>Timberlake Construction</i>	<i>Ambassador</i>

REGISTRATION TEAM:

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

Mark Neumeister, CPA	<i>D. R. Payne and Associates</i>	<i>Registration Chairperson</i>
Mary Vaughn, CPA	<i>JMA Energy</i>	<i>Cash & Visitors</i>
Marvinette Ponder	<i>Devon</i>	<i>Cash & Visitors Team Leader</i>
Aleena Chaudry	<i>Devon</i>	<i>Prepaid Registration</i>
Lucius Crandall	<i>SandRidge</i>	<i>Prepaid Registration</i>
Tiffany Starnes	<i>Devon Energy</i>	<i>Prepaid Registration</i>
Kim Sun Young	<i>Devon</i>	<i>Prepaid Registration</i>

OTHER INITIATIVES:

Anna Rosenthal*	<i>Accounting Principals</i>	<i>Member Care Coordinator</i>
Whitney Webb	<i>Express Employment Professionals</i>	<i>Registration Preparation</i>
Lauren Weingart*	<i>Creative Photo Video Inc.</i>	<i>Videography</i>
Tawni Phelan*	<i>Factor 110</i>	<i>Nametags</i>
Phillip Grimes*	<i>The Creative Guy</i>	<i>Agenda Design</i>

*Paid Service Provider

HELP WANTED

Pre-Paid Registration Team: Contact Marvinette Ponder at Marvinette.ponder@dvn.com.
Responsibilities: Arrive early to meetings to check-in pre-paid guests.

Public Relations: Contact Colin Schoonover at Colin.Schoonover@onegas.com or Shannon Hiebert at Shannon.R.Hiebert@ehi.com, Co-Presidents of the SEED Foundation (formerly OK Ethics Foundation) to spearhead branding project.

Want to volunteer for other areas?

Contact Shannon Warren, OK Ethics Founder/CEO at 858-2233 or okethics@okethics.com

MANY THANKS TO OUR HORIZON MEMBERS:



COMPROMISE: OVERCOMING POLARIZATION

Polarization in controversial situations can create faulty decision-making including entrenched inaccurate considerations, overlooked considerations, and/or attempts to turn non-ethical considerations into ethical ones.

In this half-day workshop (including lunch), facilitators will present perspectives on:

- Setting and communicating ethical boundaries
- Compromise is not always win/win—discovering honor in “losing”
- Identifying legitimate ethical issues

COSTS

OK Ethics Pinnacle Members: \$25 per attendee

(Discount included in benefits; see list of qualifying companies on first page of agenda)

OK Ethics Members: \$65/attendee

Non-Members: \$75/attendee

June 19, 2017

8:30 – 1:30 (lunch included)

Metro Tech Downtown Campus

Space is limited to 50 attendees.



Dr. Gavin Enck
Director, Clinical Ethics,
INTEGRIS Health



Jim Priest
CEO, Sunbeam Family
Services



Lyn Watson
President, Mosaic
Personnel Inc.

the **BUSINESS ETHICS** *Field Guide*

**THE ESSENTIAL COMPANION TO LEADING YOUR
CAREER AND YOUR ORGANIZATION TO GREATNESS**

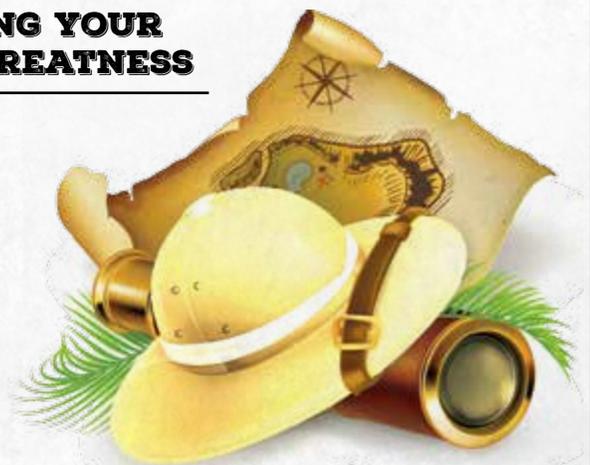
Presented by co-authors:

BILL O'ROURKE

President, Alcoa-Russia (Retired)

DR. BRAD AGLE

*Professor of Ethics and Leadership,
Marriott School of Management;
Brigham Young University*



Workshop and Luncheon Tentatively Scheduled for Thursday, September 20. Watch for details.

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.**



BOB FUNK

**Founder, CEO & Chairman,
Express Employment
Professionals**

THE STATE OF EMPLOYMENT AND THE AMERICAN DREAM

Robert A. Funk is Founder, CEO and Chairman of the Board of Express Employment Professionals. Headquartered in Oklahoma City, the company has more than 770 franchises in the U.S., Canada, and South Africa. Under his leadership, Express has put more than 6.5 million people to work worldwide. Express provides expertise in Evaluation Hire, Temporary Staffing, Professional Search, and Human Resources, and works across a wide variety of industries. Express generated \$3.05 billion in sales and employed a record 510,000 people in 2016.

Funk also owns 37 Express franchises in Oklahoma, Texas, Arkansas, and Kansas, and stays active with Express affiliated companies – Express Ranches and The Express Clydesdales of Express Employment Professionals.

Before founding Express, Funk gained extensive business and staffing experience with Acme Personnel Services, starting as a personnel consultant and rising to vice president.

Professional Achievements:

- American Staffing Association, Current Board Member
- Liberty Bank, Current Board Member
- International Franchising Association (IFA), Former Board Member
- IFA's Educational Foundation, Former Board of Trustees
- 2009 Oklahoma Affiliated Director of Blue Cross Blue Shield
- 2007 Chairman of the Conference of Chairmen, Federal Reserve Bank System



- 2007-2006 Chairman of the Federal Reserve Bank of Kansas City, serving the 10th District
- 2006 Member of the Federal Reserve Board of Governors
- Sales and Marketing Executives International (SMEI), charter honoree and former board of trustees member
- 2011-2003 Blue Cross Blue Shield, board of directors

(Continued on next page)

Program Takeaways:

Mr. Funk will speak about how strong values and ethics are at the very core and foundation of a successful business.

- **How solid values and a relentless focus on ethical practices continue to keep Express growing even after 35 years in business.**
- **The State of Employment and what ethics are lacking in the workforce as well as with employers.**
- **What ethics and character are paramount in a business and among employees in order to have a sustainable and profitable business that supports the communities where they do business.**

GENERAL PROGRAM DISCLAIMERS:

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

CPE'S: From time to time, Continuing Professional Education credits are offered. Because OK Ethics relies heavily on volunteers to provide these, we do not have the manpower to send certificates after the program is completed.

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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 okethicsadmin@okethics.com or okethics@okethics.com or call (405) 558-1996 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 for resources, videos, articles and to see who's who.

Professional Recognition:

- 2017 Inavero Best of Staffing Talent Award
- 2017 Staffing 100 Hall of Fame, Staffing Industry Review
- 2017 Business Leader of the Year, Association for Career and Technical Education
- 2016- 2012 Staffing 100 List of Influential People, Staffing Industry Review
- 2016-2014 Top Workplaces (Express International Headquarters by Workplace Dynamics)
- 2016-2006 World-Class Franchise, FranSurvey
- 2015 Impact OKC Magazine: Man of the Year
- 2015 Oklahoma Governor's Citation, Bob Funk Day
- 2015 Oklahoma City Mayor's Citation, Bob Funk Day
- 2015-2012 Best of Staffing Diamond Award Winner by Inavero/CareerBuilder
- 2014 Oklahoma State University Division of Agriculture Sciences and Natural Resources Champion Award
- 2014-2008 Best of Staffing by Inavero/CareerBuilder
- 2014-2013 Best of Staffing, Diamond Award Winner by Inavero/CareerBuilder
- 2013 Oklahoma's Most Admired CEOs by the Journal Record
- 2010 International Franchise Association Hall of Fame Inductee
- 2005 Oklahoma State University's Department of Animal Sciences Distinguished Service Award
- 2005 Ernst & Young Entrepreneur of the Year, Southwest Region
- 2000 IFA Entrepreneur of the Year Award
- 1993 Venture of the Year, Oklahoma Venture Forum
- Sales and Marketing Executives International (SMEI) Hall of Fame, Inductee
- National Association of Personnel Services Hall of Fame, Inductee
- Paul Harris Fellow, The Rotary Foundation of Rotary International
- Certified Franchise Executive, International Franchise Association

Civic Involvement:

- Current Chairman, Oklahoma Youth Expo
- 2016-2014 Oklahoma Career Tech Teacher of the Year Sponsorship (\$80,000 in Teacher and School Awards)
- 2016-2014 National Career Tech Teacher of the Year Sponsorship (\$46,500)
- 2016-2014 Express Impact Project \$190,000 awarded to a nonprofit by nomination
- 2016-2012 Express Brand It Blue Day, Volunteer Event, Local and National for Food Banks, 246,600 meals provided to the Oklahoma Regional Food Bank
- 2015 National FFA Foundation Sponsor, Board Member
- 1991 to Present National and Local Sponsor of Children's Miracle Network Hospitals
- Oklahoma Independent College Foundation, Board Member

- Greater Oklahoma City Chamber, Member and Former Chairman
- Oklahoma Independent College Foundation, Board Member
- Habitat for Humanity contribution of \$300,000 to purchase lots for 30 homes
- Oklahoma Baptist University (OBU) Board of Trustees, Member and Former Chairman
- Business Affairs Committee at OBU, Chairman
- President's Council at OBU, Lifetime Member
- Business Advisory Council for Oklahoma Christian University of Science and Arts, Member
- Scholarships helping more than 300 Oklahomans
- Express Scholarships exceeding \$2 million

Ranching and Horses:

- 2017 - Ranked 74 on The Land Report 100
- 2017-2007 Nation's Top 100 Land Owners, The Land Report
- Largest registered beef producer in North America
- Largest registered Angus cattle producer in North America
- 6,000 Angus cattle
- Land owner of 200,000 acres of land at six locations: El Reno, Perkins, Shawnee and Yukon, OK; Cimarron and Wagon Mound, NM
- 2012 Express Clydesdales, National Champions
- 2011 Oklahoma Angus Foundation, Hall of Fame
- 2001 Oklahoma Limousin Breeders Association's Lifetime Achievement Award
- National Stockman's Hall of Fame, Inductee
- Honorary Angus Foundation, National Junior Angus Association, Inductee
- 2007-2006 North American Limousin Foundation, Board of Directors, President
- National Junior Angus Association, Honorary Angus Foundation
- Angus Foundation, Benefactor

Personal Recognition:

- 2015 March of Dimes, Lifetime Achievement Award
- 2010 Oklahoma Ethics Consortium Award
- 2006 University of Edinburgh, Scotland, Distinction of University Benefactor
- The University of Edinburgh James Clerk Maxwell Patron's Club, Member

Education:

- 1962 Bachelor of Business Administration and Theology degrees, Seattle Pacific University (SPU)
- 1969 Master of Arts, Seattle Pacific University
- 1995 Honorary Doctor of Public Service, SPU
- 2000 Honorary Doctor of Law, Oklahoma Baptist University
- 2001 Honorary Doctor of Law, Southern Nazarene University
- Graduate studies at the University of Edinburgh, Scotland

ETHICS & THE STATE OF EMPLOYMENT

Bob Funk,
CEO and Chairman of the Board

Express[®]
EMPLOYMENT PROFESSIONALS

Respecting People. Impacting Business.™



"WE COULD CERTAINLY
SLOW THE AGING
PROCESS DOWN IF IT
HAD TO WORK ITS WAY
THROUGH CONGRESS."

– Will Rogers



**INTEGRITY
TEAMWORK
PEOPLE
BUILD TO LAST**

**GUIDED BY
VALUES**

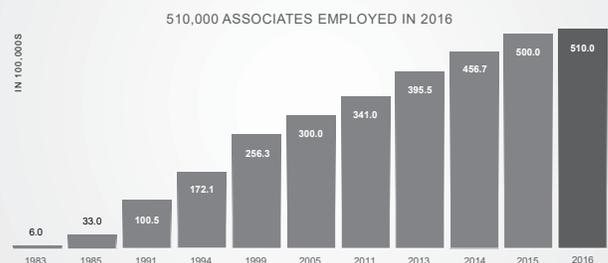


**WE SUCCEED
BY HELPING
OTHERS
SUCCEED.**

MORE THAN
770 FRANCHISE
LOCATIONS THE
U.S., CANADA, &
SOUTH AFRICA



**WE SUCCEED BY HELPING
OTHERS SUCCEED**





**3RD LARGEST
EMPLOYER**

**30 OFFICES
STATEWIDE**



**"THE FUTURE BELONGS
TO THOSE WHO BELIEVE
IN THE BEAUTY OF THEIR
DREAMS."**

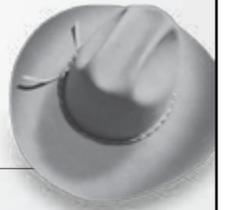
– Eleanor Roosevelt



**COWBOY
ETHICS**



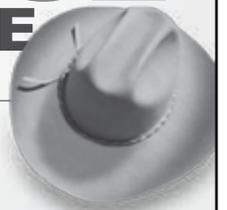
- ✓ LIVE EACH DAY WITH COURAGE.
- ✓ **DO WHAT HAS TO BE DONE.**
- ✓ ALWAYS FINISH WHAT YOU START.
- ✓ **TAKE PRIDE IN YOUR WORK.**
- ✓ BE TOUGH, BUT FAIR.
- ✓ **KEEP ANY PROMISE YOU MAKE.**
- ✓ RIDE FOR THE BRAND.
- ✓ TALK LESS AND SAY MORE.
- ✓ **SOME THINGS AREN'T FOR SALE.**
- ✓ KNOW WHERE TO DRAW THE LINE.



**DO WHAT
HAS TO BE
DONE**



**KEEP ANY
PROMISE
YOU MAKE**



- ✓ COMPASSIONATE
- ✓ APPROACHABLE
- ✓ PROFESSIONAL
- ✓ DRIVEN



TAKE PRIDE IN YOUR WORK



Express[®]
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Respecting People. Impacting Business.™

INTEGRITY



VALUES & ETHICS

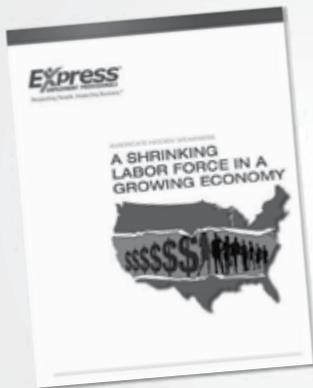
CLOSE THE SKILLS GAP

“AMERICA IS THE LAND OF OPPORTUNITY – AND ANYONE WHO WORKS HARD ENOUGH, COULD ATTAIN THE AMERICAN DREAM.”

– Bob Funk



IS THE AMERICAN DREAM STILL ALIVE



“WE CANNOT CONTINUE TO MAKE THE MISTAKE OF OVERLOOKING THE DROPPING LABOR FORCE PARTICIPATION RATE AND THIS ALMOST UNPRECEDENTED TREND WE’RE FACING. IF WE DO, WE ARE IGNORING MILLIONS OF STRUGGLING AMERICANS – AND THAT IS UNACCEPTABLE.”

– Bob Funk,
Founder, CEO & Chairman Of The Board
Express Employment Professionals

WHAT IS THE AMERICAN DREAM?



OWN A HOME



EARN ENOUGH MONEY



HAVE FREE TIME

86%
BELIEVE THE
AMERICAN DREAM
CAN BE ACHIEVED

**& FAITH
& HOPE**

“IF YOU WANT TO BE
SUCCESSFUL, IT’S JUST
THIS SIMPLE. KNOW
WHAT YOU ARE DOING.
LOVE WHAT YOU ARE
DOING. AND BELIEVE IN
WHAT YOU ARE DOING.”

– Will Rogers



**COURAGE &
CONVICTION**



*Putting a million
people to work.*

Express[®]
EMPLOYMENT PROFESSIONALS

Respecting People. Impacting Business.™