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TULSA REGIONAL CHAMBER

THE CHAMBER REPORT

NOVEMBER / DECEMBER 2019
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CRITICAL MASS

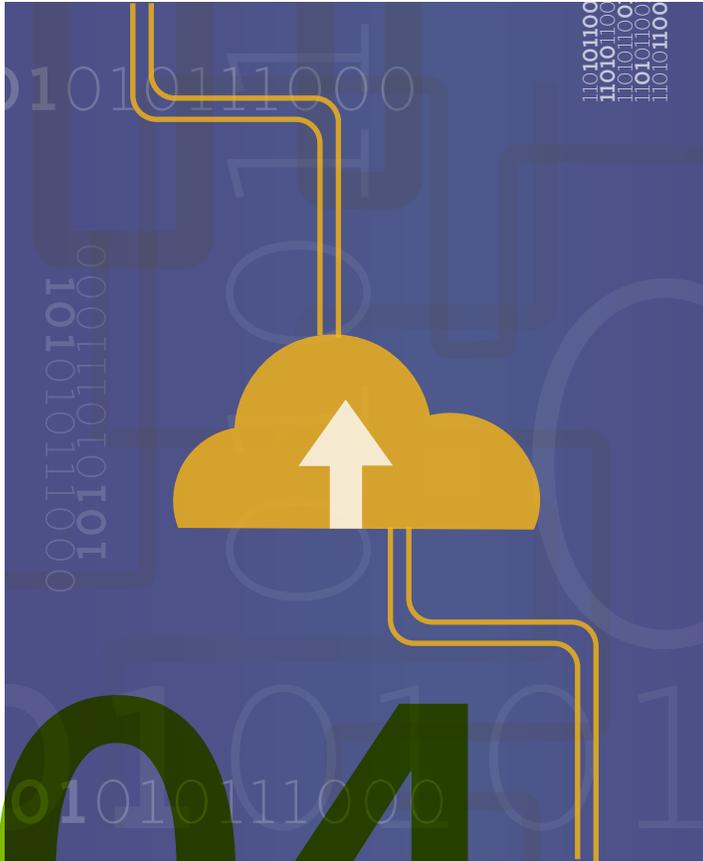
TULSA'S EMERGING TECH ECONOMY AIMS TO BE A GLOBAL FORCE



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Annual Meeting 2020

Thursday, Jan. 16 | 12:00-1:30 p.m.

Cox Business Center

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CRITICAL MASS

TULSA'S EMERGING TECH ECONOMY AIMS TO BE A GLOBAL FORCE

BY TAYLOR COSTLEY

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Tulsa has a rich history of innovation. The city's entrepreneurial spirit catapulted northeast Oklahoma from cow town to Oil Capitol of the World, propelled Tulsa's leadership in the aerospace industry, and built the nation's preeminently resilient Black Wall Street.

Roughly 100 years since its original industrial expansion, the region is now in the early stages of a tech renaissance.

Tulsa has the elements to build a globally recognized ecosystem: urban density, low cost of living, higher education institutions and anchor employers that can nurture innovation. Combined with the support of nonprofits and leadership from the business community, Tulsa is poised to be a leading hub for the tech economy.

LAYING THE GROUNDWORK

The region's tech renaissance comes after years of buildup, and a number of organizations have been instrumental in laying a solid foundation for new developments.

The University of Tulsa has been a leader in cybersecurity research and education for two decades, recognized globally for its cybersecurity program and as a National Security Agency Center of Academic Excellence in information assurance and cyber defense education.

"TU faculty and students have been researching cybersecurity for nearly as long as the issue has been a concern," says TU president Dr. Gerard Clancy. "Cyberattacks pose a dangerous threat to our banking, retail, health and energy sectors. There is a critical need to expand cyber research, innovation and entrepreneurship to thwart such attacks and to ensure the quality of cyber services, vendors and products in supply chains, manufactured products and insurance ratings."

Computer science graduates from TU are a highly sought after talent pool. According to university statistics, students who received a bachelor's in computer science between August 2017 and May 2018 had an average starting salary of \$74,333. These graduates found employment at national companies like Amazon and Google, but also at local companies like ONEOK, the Laureate Institute for Brain Research, ConsumerAffairs and CymSTAR.

Jerry Dawkins received a Ph.D. in computer science from TU and went on to found True Digital Security, which provides cyber compliance and IT governance services and has operations in Tulsa, New York and Florida.

"TU is making an investment in cyber security research, and for us not to lose this talent, we must develop opportunity here in Tulsa for them to stay," says Dawkins. "That, or ensure there is an infrastructure to entice them to build their company here."

As an entrepreneur himself, Jerry wanted help other entrepreneurs and became an advisor at The Forge, a certified business incubator operated by the Tulsa Regional Chamber. Since 2016, The Forge and 36 Degrees North, the Chamber-supported downtown basecamp for entrepreneurs, have provided startup assistance to more than 250 entrepreneurs in northeast Oklahoma.

"Being an entrepreneur is difficult if the only person you have to report to and hold you accountable is yourself," says Dawkins. "You will get further faster if you have oversight helping you work on your business instead of just in the business."

Additionally, i2E has been investing in entrepreneurs since 1998. The organization works directly with entrepreneurs, researchers and companies to help them commercialize their technologies, launch and grow new businesses, and access capital. i2E has provided expertise and funding to more than 700 emerging small businesses.

THE CENTER OF GRAVITY

SENTIR Research Labs is a new Tulsa-area venture that provides space and resources for researchers to accelerate new technologies for governmental or commercial use. SENTIR's support comes in the form of facilities, funding and a network of professionals necessary to facilitate the commercialization of viable solutions.

According to SENTIR, the Department of Energy currently needs help commercializing 19,000 patents. SENTIR recognizes the potential in northeast Oklahoma and has a goal to start ten to 15 new companies from existing technology in the next year.

"There is tremendous capability and capacity in the people we have [in Tulsa]," says Vince Scott, executive director of SENTIR Research Labs.

To capitalize on this capability and capacity, SENTIR Research labs recently hosted Center of Gravity 2019, an inaugural event to highlight the future of northeast Oklahoma's science and technology industry.

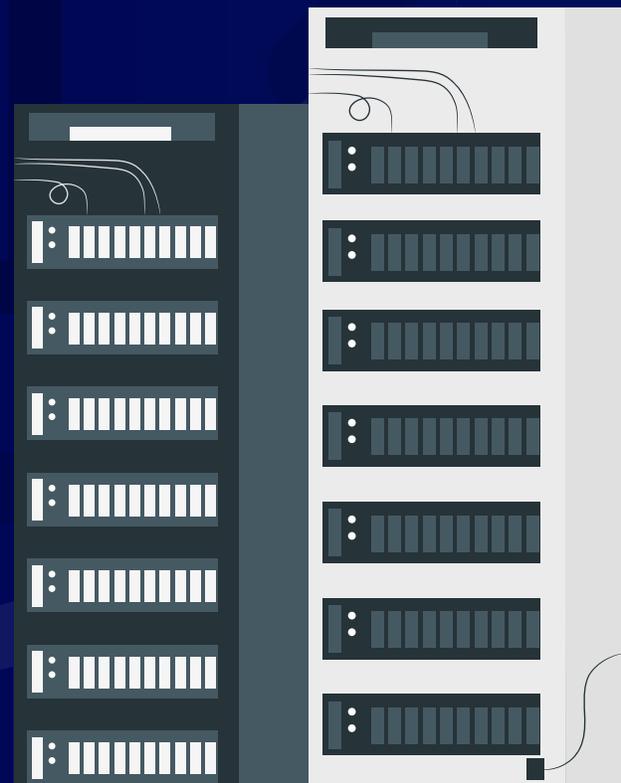
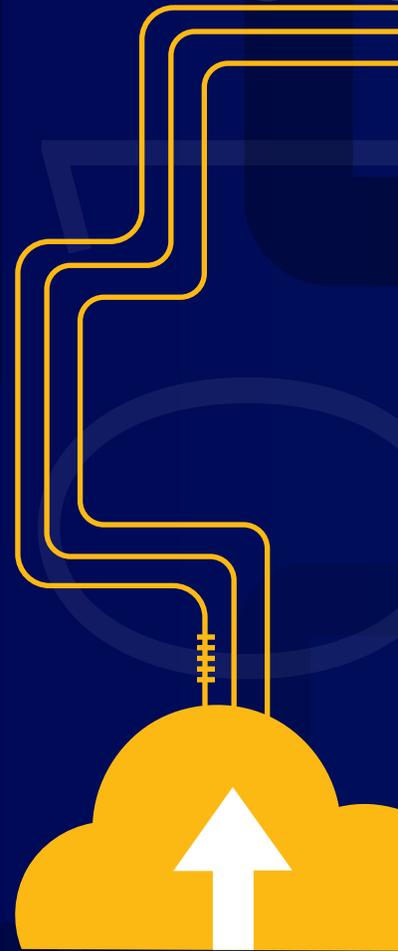
"Center of Gravity is just one way we are working to make Tulsa more competitive with other markets," says SENTIR's Clint Parr, the event's emcee. "Cities like Austin are way ahead of us with roughly 200 research labs and well-established collaboration with education, philanthropy and investors. We have vast potential ahead of us, and we are excited about the momentum we are already seeing."

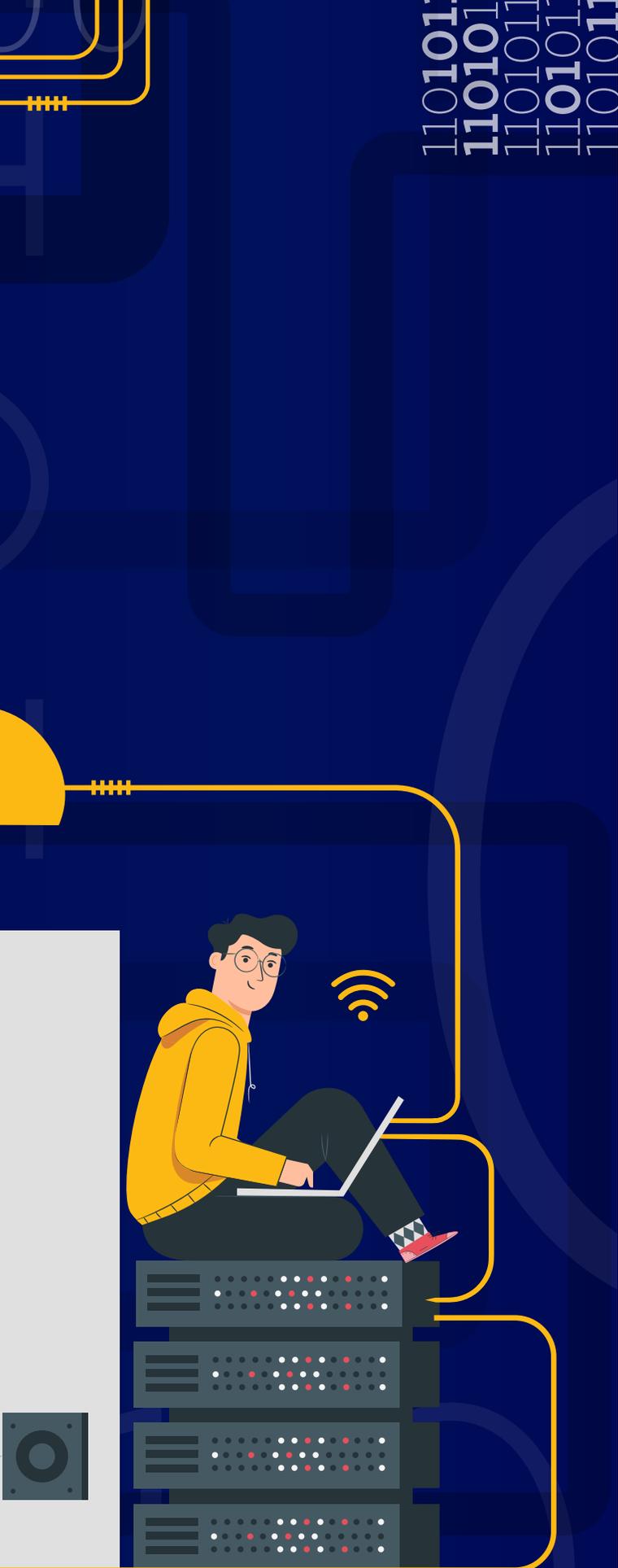
At the event, Phoenix-based startup accelerator Coplex announced plans to come to Tulsa. Coplex assembles teams and partners them with venture builders to start high-growth tech companies. The company has offices in Phoenix, Los Angeles, Seattle – and now Tulsa.

"We believe that flyover states that tend to be traditional industry hubs will be the heartbeat of American technology and entrepreneurship in the next decade," said Coplex CEO Zach Ferres at the event.

Coplex has already created its first company in Tulsa: Canary, a flammable gas detection company. Moving forward, Coplex plans to create 15-20 new companies in Tulsa a year.

Joining Coplex is Tulsa Innovation Labs, a new program funded by the George Kaiser Family Foundation (GKFF) and dedicated to transforming Tulsa into the nation's most inclusive tech community. Through public-private partnerships that foster startup growth, spur academic innovation, develop quality and diverse talent, Tulsa Innovation Labs aims to position the city as a tech hub and a leader in the future of work. It will formally launch its research phase in March of 2020 and programs in 2021.





CONTINUING EDUCATION

According to TU, there are an estimated 350,000 cyber jobs currently unfilled in the United States. In addition to growing the number of tech companies in the region, area schools and organizations are making sure Tulsa has the right talent to be a tech hub. While the city's namesake university has been instrumental in producing cybersecurity talent, but it's looking further to meet economic demands.

"The sector that is available to us here in Tulsa is to move to the commercialization and development side of cyber," says Dr. Clancy.

TU recently announced a first-of-its-kind cybersecurity commercialization fellowship in a partnership with venture group Team8. The fellowship will enroll 10 students per year in a highly competitive four-year doctoral program, bringing together TU's College of Engineering & Natural Sciences and Team8's experience in research and development to identify and explore key industry challenges in real-world situations. The fellowship, sponsored by GKFF, will reward fellows who stay in Tulsa for at least two years after graduation with a \$20,000 bonus.

"We're really excited to broaden our academic program and partner with TU to foster groundbreaking scientific breakthroughs," said Team8 co-founder and CEO Nadav Zafrir. "This fellowship creates a unique opportunity to help students develop advanced transformative technologies and solutions that hold the potential to significantly impact the most pressing challenges of our digital world."

Another initiative to foster technology education is the Holberton School, a project-based software engineering training program. The school teaches students the hard and soft skills needed to become a software engineer in two years. Holberton requires no tuition up front. Rather, students sign an income sharing agreement and will pay back their tuition upon graduation.

"Our goal is not only to bring people to Tulsa to learn to code, but we want them to stay here and plant roots," says Holberton Executive Director Libby Waller.

Through partnership with GKFF and the Charles and Lynn Schustermann Family Foundation, \$1,500 need-based living assistance grants will be available to students. If those students stay in Tulsa for three and a half years after graduation, that loan is not required to pay back.

"[Holberton's mission] is to empower motivated and talented people, regardless of background, age, experience, or financial ability, to succeed in their dream career," says Waller.

The Holberton model has proven success at its other campuses - the San Francisco campus has a 100% placement of graduates. Holberton is accepting 30 to 50 students for its January cohort.

INNOVATIVE FUTURE

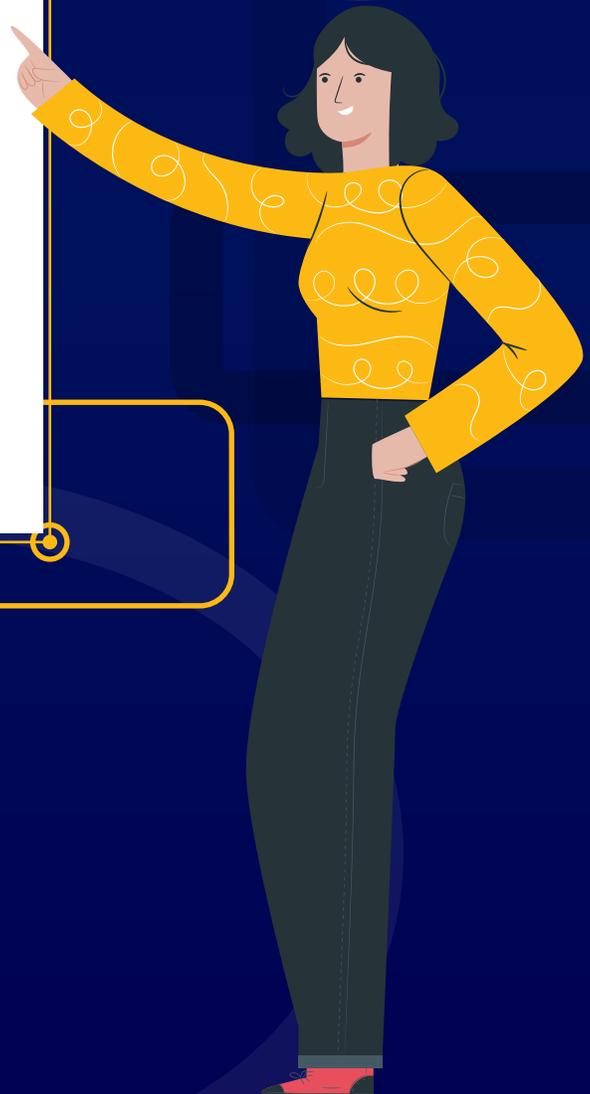
In addition to helping enrich the region's tech ecosystem, the Chamber focuses on public policy that impacts future capacity. During the 2019 legislative session, the Tulsa Regional Chamber, Greater Oklahoma City Chamber and State Chamber worked together on legislation to support technology companies and employees. HB 2759 provides a tax credit for the hiring of qualified employees involved in the software or cybersecurity business. The three chambers initiated the legislation and built coalitions of support to advocate for its passage, and Gov. Kevin Stitt signed the bill into law in May.

"To be a top 10 state, we must have a clear vision and plan to grow our economy," says Tulsa Regional Chamber President and CEO Mike Neal. "Oklahoma needs to prioritize economic and workforce development in sectors with strong future potential. Attracting skilled talent to our state is a necessity for high-growth startups and technology companies."

Technology is the primary driver of the global economy, and cyber issues affect businesses of every size in every industry. Directly and indirectly, innovation creates jobs across the region's major sectors and attracts capital investment to all industries. As the Chamber finalizes the next five-year strategic plan for Tulsa's Future, its regional economic development partnership, innovation will be a centerpiece.

"Our region's emerging innovation ecosystem has the potential to be a major economic driver," says Jennifer Hankins, vice president of entrepreneurship and small business at the Tulsa Regional Chamber. "By working collectively, we can position Tulsa as a leader in technology-fueled economic growth."

Tulsa's tech economy is approaching a critical mass. With continued collaboration, this center of gravity will be an unstoppable force.



OUT-OF-THIS-WORLD INNOVATION

Today's imagination is tomorrow's innovation. What was once science fiction is now reality, and NASA Administrator Jim Bridenstine says the gap between the two is rapidly narrowing.

Bridenstine spoke to a group of business leaders at a Chamber luncheon in November about how Oklahoma companies can take advantage of extraterrestrial opportunities. NASA's Project Artemis will once again take American astronauts to the moon – and beyond. The space agency is forging relationships with manufacturers and specialty fabricators to build the engines necessary for interplanetary travel.

Bridenstine referenced Frontier Electronic Systems, a Stillwater-based company that designs and manufactures electronic systems and equipment.

"They build a lot of the power control systems for our big rockets," Bridenstine said. "I think we have tens of millions of dollars in contracts with them."

The administrator emphasized NASA's role is to support private industry, not compete against it.

"What we do is we prove physics, and we license technology," said Bridenstine. "And then we let private companies go and do all kinds of amazing things."

Bridenstine said he wants NASA and affiliated organizations to work more with Oklahoma

universities and career tech schools on technology solutions for both space missions and Earth-bound applications. The University of Oklahoma is a global leader in climate science, and its meteorologists' predications are powered by satellite technology. Oklahoma State University's agricultural sciences can also benefit from climate satellites to maximize crop yields and reduce water usage.

Several other NASA projects present opportunities for Tulsa-area companies. The Low-Boom Flight Demonstrator program is developing a vehicle that can travel faster than the speed of sound without creating dangerous sonic booms. NASA will test its capabilities by flying over partner communities and seeking citizen feedback in the next five years.

"If we could go supersonic and not create a sonic crack that breaks windows and disturbs animals, all of a sudden we could ... transform how we fly across the country," said Bridenstine.

Another project is called Urban Air Mobility, which matches NASA scientists and engineers with outside groups to create a new, personal transportation system – something like a mix of drones with Uber.

"Think of a taxi, except that taxi will be airborne," Bridenstine said. "You want Tulsa to step up in a major way? You can step up and participate in what we have right now, which is a grand challenge. We're looking for communities to partner with NASA to – no kidding – help us understand how to fly from one side of the city to the other side of the city."





TYPROS BOOMTOWN

TYPROS CELEBRATES COMMUNITY PARTNERS AT ANNUAL BOOMTOWN AWARDS | BY CHRIS ROGERS

As TYPROS approaches its 15th year, the young professionals organization is celebrating Tulsa's progress while seeking to better address the evolving needs of the community. Since its founding by the Tulsa Regional Chamber in 2005, TYPROS has partnered with hundreds of like-minded groups on projects, events and initiatives to make Tulsa a better place for young talent.

"TYPROS is continually emphasizing initiatives that help move our city forward," says Adam Doverspike, 2019 TYPROS chair. "We've funded amazing projects that provide authentic, unique experiences for Tulsans. From the revival of Tulsa's Great Raft Race and the preservation of the Outsiders House to a proliferation of murals - including on Route 66 and in Black Wall Street - we're supporting our young, creative talent in their efforts to make Tulsa more awesome."

In November, TYPROS hosted its annual Boomtown Awards to recognize the successes of these partners. A celebration of all things Tulsa, the event brought together some of the city's most passionate young Tulsans to applaud the accomplishments of the past year while looking forward to future opportunities.

"As we all know, there are so many people doing incredible work in our city, and they deserve recognition for all they do," says Doverspike.

The awards honored individuals and organizations that support TYPROS' mission of attracting and retaining top talent to the region, developing the next generation of leaders, and enhancing Tulsa's sense of place.

Jeff Thompson, general manager of Mother Road Market, said he was honored to be recognized as a 2019 Boomtown Award winner.

"TYPROS and Mother Road Market have some great overlap - we're both taking innovative steps to make Tulsa more attractive to visitors and residents [and] to strengthen Tulsa's sustainability," says Thompson.

Selected from more than 40 nominees, TYPROS honored Thompson for his role leading Tulsa's first food hall, which generated \$7.7 million in sales in its first year. The Lobeck Taylor Family Foundation, the market's developer, recently announced a retail expansion planned for 2020.

"AS WE ALL KNOW, THERE ARE SO MANY PEOPLE DOING INCREDIBLE WORK IN OUR CITY, AND THEY DESERVE RECOGNITION FOR ALL THEY DO."

"One thing that's so exciting about my role is that I can be a voice in some conversations that are actually helping to shape Tulsa," Thompson says.

MetCares Foundation was another Boomtown honoree, recognized by TYPROS for their successful programming to increase opportunities for families in north Tulsa.

"MetCares is an organization that's community-led and community-built, and there are many young people who are in positions of leadership," says MetCares Director Greg Robinson. "We believe that in order for Tulsa to be the best city that it can be, we can't merely grow - we must grow inclusively. MetCares is very intentional in our efforts, and when we see TYPROS being so inclusive in their programming, it's a positive sign for future success."

Echoing the value placed on providing opportunities for Tulsans is fellow Boomtown Award recipient Kimberly Johnson. As CEO of the Tulsa City-County Libraries (TCCL) with more than 20 years of experience, Johnson leads 24 branch locations throughout Tulsa County.



2020 TYPROS FOUNDATION GRANTEES

Boomtown is the largest annual fundraiser for the TYPROS Foundation, which provides strategic funding to engage young Tulsans in placemaking, innovation and community development. Since its inception in 2016, the foundation has helped fund dozens of community projects, including the Tulsa Art Alley, the Tulsa Flag, the Outsiders House Museum and the Black Wall Street mural.

“We encourage people to think outside the box with their ideas, and we look for ways to move our city forward together,” says Dezeray Edwards, TYPROS Foundation grants chair.

The TYPROS Foundation enables the organization to invest in catalytic projects throughout Tulsa. With a record number of applicants this year, the foundation will provide \$30,000 in funding in 2020.

“Our staff is driven to provide increased access to library services throughout Tulsa County, and each of us understands the library’s role in serving as an invaluable resource for users,” says Johnson.

Johnson oversaw the \$55 million expansion of the flagship downtown library and spearheaded the organization’s embrace of new technologies and a customer-centric service model. Under her leadership, TCCL won the American Library Association’s “Library of the Future” award, recognizing the innovative work being done at this regional organization.

“We’re fortunate to have incredible local partners supporting our mission of attracting and retaining young, creative talent,” says TYPROS Executive Director Maggie Hoey. “Boomtown is our annual chance to recognize them and celebrate Tulsa together. As we enter the 15th year of TYPROS, we’re ready to expand our reach and embrace change to ensure we meet the needs of Tulsa in 2020.”

Additional Boomtown Award recipients were Ross Group, a local construction company responsible for the Tulsa Club Hotel renovation and the new Vast Bank headquarters; and Tulsa Remote, an initiative of the George Kaiser Family Foundation that has enticed 100 remote workers to relocate to Tulsa by providing stipends, office space and transitional support.

“We applaud TYPROS for being a voice for up-and-coming professionals and providing opportunities for Tulsans to move their careers forward,” says Robinson. “We strive to continually increase our community impact, and it’s affirming to receive such recognition.”

2020 TYPROS FOUNDATION GRANTEES:

- **Neighborhood Mobile Observatory**
Local NASA Solar System Ambassador Cheyenne Smith will create and deploy a mobile telescope to make science and astronomy accessible to all.
- **Pop-Up Playscapes**
Urban planner Jamie Pierson will create aesthetically engaging environments in downtown Tulsa and Owen Park to encourage collaborative and imaginative play.
- **Chandler Park Mural**
Artist John Hammer will create an immersive, playable work of art fully covering two outdoor basketball courts.
- **Community Shabbat Dinner**
The Jewish Federation of Tulsa will bring diverse people together for a community-wide dinner in hopes of inspiring compassion and friendship.
- **Hoover Neighborhood Mural**
Tulsa’s largest mural will beautify a high-traffic area of the city, spanning 750 feet along 31st Street from Darlington to Yale Avenue.
- **North Tulsa Parent and Community Action Team**
This MetCares Foundation fellowship will build capacity among north Tulsa stakeholders and help them learn, share and strengthen the impact of their programming.
- **Hispanic Young Professionals and Entrepreneurs (HYPE) Mentorship Program**
HYPE will offer mentorship programs at area high schools seeking to increase the graduation rate, boost GPAs, reduce absenteeism and increase higher education enrollment.
- **McClure Park Mural**
Artist and disc golf enthusiast Kyle Gibson will create a mural to celebrate the history of the park, bringing the neighborhood together through art and recreation.
- **Beach Rugby Tournament**
David Peebles will host Tulsa’s first 5-on-5 beach rugby tournament, open to people of all ages, genders and abilities.



Small Business

BIG IMPACT

Chamber recognizes outstanding member companies at annual summit

- By Taylor Costley

Don't fear change. Depend on it. It's the best business advice Stacy Brown ever received, delivered by her ever-encouraging mother. Brown is the founder of Chicken Salad Chick, a fast-casual restaurant chain with more than 124 restaurants in 15 states.

She spoke to a crowd of nearly 550 area professionals at the Chamber's annual Tulsa Small Business Summit and Awards about her journey from stay-at-home-mom to successful business owner.

The summit is northeast Oklahoma's premier small business event and is produced annually

by the Tulsa Small Business Connection, the Chamber program that educates and empowers businesses with 50 employees or fewer.

The event kicked off with a keynote presentation from Shelley Brander, founder and CEO of Tulsa-based Loops Productions. Brander shared her experience as a small business owner and how she took a local yarn store and turned it into a global brand.

Attendees also learned from local experts at breakout sessions covering topics such as branding, diversity and inclusion, hiring practices and more.

"The summit is the only event of its kind in our region," said Angela Byers, CEO and founder of Byers Creative and chair of the Tulsa Small Business Connection. "Northeast Oklahoma is home to so many outstanding small businesses, and this event provides the opportunity to learn and grow from people who have overcome the same challenges your business may be facing."

The event culminated with the annual Small Business Awards presentation. Seven awardees were recognized for the impact they make in their industries and their communities.



SMALL BUSINESS PERSON OF THE YEAR
Lisa Riley, Pinot's Palette Northeast Oklahoma Studios

The Small Business Person of the Year Award recognizes an outstanding northeast Oklahoma business owner for not only their business success, but also their contributions to the community. Lisa Riley is the owner of three Pinot's Palette studios in the area – one on Cherry Street, one in Broken Arrow and one in Jenks – and one mobile unit. Due to the Cherry Street studio's success, Riley opened the three studios within three years. Since 2012, Lisa's studios have hosted more than 187,000 painters.

Riley has received numerous accolades as a business owner. She received the University of Tulsa's Golden Heart Award and the Small Business Administration's Women in Small Business Champion, and she was named the International Franchisee of the Year by the International Franchise Association.

RISING STAR (YOUNG ENTREPRENEUR OF THE YEAR)
Jeri Barrientos, First Mate Financial Advisors

The Rising Star Award recognizes an entrepreneur under the age of 40 who has shown the determination and passion necessary to start and grow their own business. In 2011, Jeri Barrientos founded First Mate Financial Advisors, which focuses on wealth, tax and estate planning. Before starting her own business, Barrientos worked at Edward Jones for six years as a financial advisor. During the last eight years, First Mate has grown 250 percent and employs three additional staff members. In addition to First Mate Financial Advisors, Barrientos owns TuCasa Properties and Springer Holdings.

ENTREPRENEURIAL SUCCESS
Cole Cunningham and Hershel Self, Mythic Press

The Entrepreneurial Success Award honors northeast Oklahoma entrepreneurs who have turned an idea into a thriving business model. Cunningham and Self started Mythic Press as a side project in 2015, but in just four years, the company has grown a significant following. Mythic Press designs and creates custom apparel and merchandise for businesses and operates a retail location at Mother Road Market. Mythic has been a key player in promoting the iconic Tulsa Flag brand, and their bison flag shirt can be seen all over Tulsa. After the severe flooding in May, Mythic designed and sold shirts to raise money for flood repair and was able to donate more than \$10,000 to Tulsa River Parks.

MANUFACTURER OF THE YEAR
Bill Solomon, Vacuworx

Manufacturing is a significant contributor to the regional economy. The Manufacturer of the Year Award recognizes a local manufacturer for their economic impact and innovation in their industry. Bill Solomon is the president of Vacuworx, a leader in manufacturing self-contained vacuum heavy-duty lifting equipment. Solomon and his wife started Vacuworx in 1999, and the company now has 48 employees in the United States and operates worldwide. In addition to his role at Vacuworx, Solomon founded the Tulsa Pipeline Expo in 2009 to promote economic growth in the oil and gas sector.

VETERAN BUSINESS CHAMPION:
Volunteers of America

This award is given to an organization or individual who supports veterans through hiring, training, funding or volunteering. Volunteers of America is a nonprofit serving 2,600 people in 22 counties in Oklahoma. The organization's Veterans Employment Services program is now in its fourth year. The program works with veterans experiencing or at risk of homelessness to provide stable housing and meaningful employment. As part of the program, veterans receive job coaching, résumé building, interview practice and job placement services. In 2018, Volunteers of America placed 85 veterans in jobs.

SMALL BUSINESS PIONEER AWARD
James Shirley, James Shirley Management Consultants

The Small Business Pioneer Award is given to a Chamber member for their long-time leadership and championing of small businesses in the region. James Shirley is the founder of James Shirley Management Consultants, which specializes in quality improvements for hospitals and health care clinics. Shirley is a long-time supporter of the Chamber, and in 1994, served as chair of the Connection's predecessor, the Small Business Council. He has been instrumental in the formation and continued success of the Connection and is an avid champion for small businesses in the region.

LIFETIME ACHIEVEMENT AWARD:
Tulsa World Media Company

The Lifetime Achievement Award honors a Chamber member for their substantial contributions to the sustainability and growth of northeast Oklahoma's small business community. For more than a century, the Tulsa World has documented the changes and growth of northeast Oklahoma businesses. The daily newspaper provides communities with up-to-date information and shares the stories of local business owners.

"Small businesses are integral to our regional economy, creating two out of every three jobs," says Mike Neal, president and CEO of the Tulsa Regional Chamber. "It's an honor to recognize these local business owners for their significant economic impact."

Small businesses are essential to area communities, and northeast Oklahoma is home to business owners that create, innovate and grow regional economic prosperity.

Nominations for the Chamber's 2020 Small Business Awards will open early next year. Learn more at tulsasbc.com.

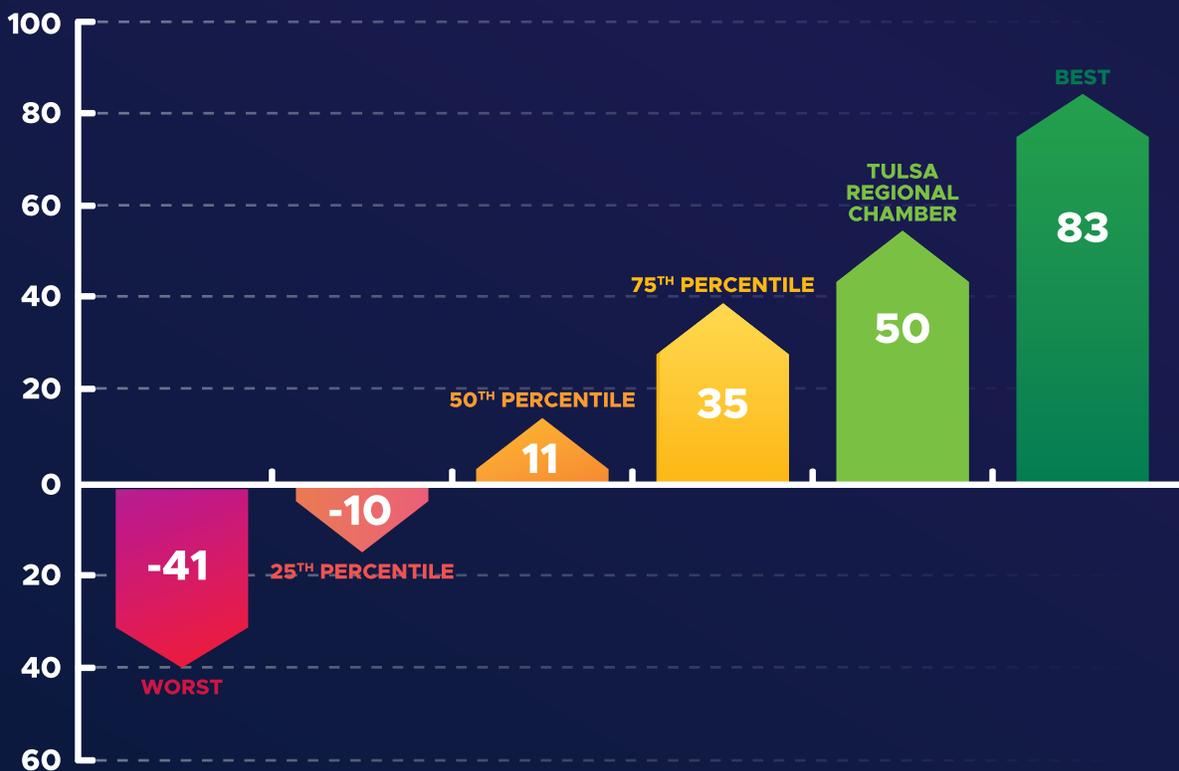
MEMBER SATISFACTION SURVEY

All Access is an inside look at different Chamber programs and resources available to member companies and their employees. The Chamber offers several money-saving and promotional opportunities, all to help members gain increased exposure, credibility and access to information.

As a membership organization, the Tulsa Regional Chamber depends on member feedback to continuously improve our programs, services, resources and events. The Chamber conducts a regular member satisfaction survey to quantify this feedback and track our effectiveness at being your partner in prosperity.

The 2019 survey results place the Chamber's net promoter index (NPI) at 50%, up from 47% in 2017. This standardized, cross-inventory reputation ranking scores the Chamber in the top quartile of U.S. companies and organizations. Key Chamber offerings rated highly include opportunities for networking, business education, community impact and helping other companies succeed. For those members whose primary motivation is to access resources and take advantage of benefits and services, the NPI increased sevenfold.

We encourage your feedback at any time. Let us know how we're doing - visit tulsachamber.com and click "Contact Us."



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Oklahoma's Media Company



TULSA REGIONAL CHAMBER

2020 ANNUAL MEETING & INAUGURATION

THURSDAY, JANUARY 16 | COX BUSINESS CENTER
NOON-1:30 PM | 100 Civic Center | Tulsa, OK 74103

\$85 for members | \$100 for non-members
Register online at TulsaChamber.com by January 9, 2020
For more information email events@tulsachamber.com.

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ACTION ITEMS TO CELEBRATE DIVERSITY, CHAMPION EQUITY AND CULTIVATE INCLUSION

DEI AWARD WINNERS

A record crowd attended the Chamber's 2019 State of Inclusion, an annual recognition of local businesses and organizations that celebrate diversity, champion equity and cultivate inclusion. State of Inclusion elevates the importance of diversity, equity and inclusion (DEI) for regional economic prosperity, and promotes the business case for inclusive workplaces.

The event featured a keynote address from Sandra Quince, senior vice president of diversity and inclusion at Bank of America, who discussed best practices for implementing DEI policies.

"It's important to lead from the top, to have accountability and to have clarity when establishing goals," said Quince. "All of us today want Tulsa to be a place that attracts and retains top talent, and by promoting an inclusive workplace, we drive employee engagement and retention."

As an executive responsible for Bank of America's Global Diversity & Inclusion Council, Quince promotes a culture where all employees have the opportunity to achieve and meet the needs of customers. She encouraged attendees to consider DEI a business imperative.

"When implementing DEI strategies, it's important to lead with data and follow with passion," said Quince.

State of Inclusion also celebrated Chamber members successfully developing and implementing DEI strategies at their own organizations. During the event, the Chamber presented awards to five companies and demonstrating exemplary commitments to inclusive workplaces and equitable economic outcomes.

DIVERSITY CHAMPION: TULSA TECH

Tulsa Tech added a three-part DEI training as part of its onboarding process for new employees

and a DEI component to employee check-ins at the 30-, 60- and 90-day mark. Its diversity council is now structured with monthly meetings and annual goals that align with strategic initiatives. Tulsa Tech also added "gender expression or identity" to the official language of its discrimination policy, created a female student resource group and updated its purchasing policy to prefer local historically underutilized businesses when applicable.

EQUITY CHAMPION: AMERICAN AIRLINES

American Airlines has enacted enterprise-wide training to increase employees' awareness of how sensitivity to diversity impacts the company's ability to compete in the marketplace. At its Tulsa maintenance base, American Airlines has nine active employee business resource groups that promote, celebrate and raise awareness of DEI within the company. These groups are actively involved in the community through ongoing service projects in collaboration with local nonprofit organizations, including working to address LGBTQ issues, hunger, homelessness and youth literacy.

INCLUSION CHAMPION: TEACH FOR AMERICA

Teach for America (TFA) strengthened its focus on staff diversity, achieving a 7% increase over 2018. To ensure the organization has teachers in place who reflect the diversity of students served, TFA added D&I as a component of employee performance evaluations. The organization also added D&I resources by creating and deploying a multicultural competency framework as part of its professional development training. Further, Teach For America implemented a system to track and evaluate diverse suppliers to increase vendor engagement.

CATALYST AWARD: AEP/PSO

AEP/PSO recently rolled out a Diversity Roadmap to 2025 and selected diversity and inclusion liaisons from its business units to support enterprise-wide D&I vision and strategy. The company implemented a "listening tour" at more than 20 of their locations, providing employees a safe place to discuss the state of DEI at AEP. Recognized by Tulsa Mayor G.T. Bynum as a 2019 Veteran Employer Champion, the AEP/PSO also provided unconscious bias training to all of its leaders and established accountability measures to ensure that AEP management and leadership teams demonstrate behavior that advances DEI initiatives.

LEADERSHIP AWARD: GABE KALAFAT OF MACY'S

Gabe Kalafat leads Macy's fulfillment center in north Tulsa County. The company is committed to building a diverse and inclusive workforce, ensuring merchandising and supplier diversity, and engaging with community partners. Macy's created a new executive vice president role of chief diversity officer who also serves as co-chair of Macy's D&I business council. In addition, the company requires unconscious bias training and taking a diversity pledge, which encourages staff to check their biases, speak up for others and show up for all.

TO LEARN MORE ABOUT MOSAIC, THE CHAMBER-LED COALITION OF CORPORATE AND NONPROFIT PARTNERS WORKING TO IMPROVE DEI OUTCOMES, VISIT MOSAICTULSA.COM.

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U.S. SEN. JIM INHOFE

Sen. Jim Inhofe's public service career spans decades, making it difficult to fully and concisely encapsulate his effect on northeast Oklahoma and the nation.

A summary could begin with his service in the U.S. Army in the 1950s, or with his first elected office as a state representative in the 60s. He jumped from the Oklahoma House of Representatives to the Oklahoma Senate for most of the 1970s and then became the 32nd mayor of Tulsa in 1978.

Sen. Inhofe's reach expanded to Washington, D.C., in 1987 when he was elected to serve in the U.S. House of Representatives. In 1994, he settled into the U.S. Senate and is now one of its most influential members. Last year he succeeded Sen. John McCain as chairman of the U.S. Senate Armed Services Committee.

In addition to his support of the military, Sen. Inhofe has a longstanding commitment to national infrastructure and serves as chair of the Transportation and Infrastructure Subcommittee under the U.S. Senate Committee on Environment and Public Works.

What is the status of legislation to improve Oklahoma's infrastructure and transportation networks? What can be expected in the next several years?

As a senior member of the Senate Committee on Environment and Public Works (EPW), I have the opportunity to continue to provide leadership on critical infrastructure bills. There are two bills currently in progress that will benefit Oklahoma's infrastructure and transportation networks: America's Transportation Infrastructure Act of 2019 and the biennial water resources bill.

America's Transportation Infrastructure Act of 2019, which is awaiting a floor vote, has key provisions that benefit Oklahomans, including making sure we get our fair share in federal highway funds, prioritizing the repair of our bridges and getting projects off the ground faster by streamlining permitting requirements. Additionally, the bill amends existing freight programs to allow the state flexibility to modernize the McClellan-Kerr Arkansas River Navigation System and apply for federal INFRA grants, which are designed for projects of regional significance. It creates meaningful workforce development opportunities to train the next generation of engineers, technicians and construction workers to build, repair and maintain our infrastructure.

Building on the successes of my FAST Act, America's Transportation Infrastructure Act of 2019 is the largest amount of funding provided for highway reauthorization legislation in history. The bill authorizes \$287 billion from the

Highway Trust Fund over five years in investments to maintain and repair America's roads and bridges and to keep our economy moving. The legislation includes provisions to improve road safety, accelerate project delivery, improve resiliency to disasters, reduce highway emissions and grow the economy. The Bridge Investment Act, also included in the highway package, establishes new opportunities for Oklahoma's state and local governments to invest in bridges both on and off the National Highway System. Since the enactment of the FAST Act, Oklahoma is a leader in having the fewest number of structurally deficient highway system bridges, but more work remains on hundreds of bridges in Oklahoma. The Bridge Investment Act provisions give Oklahoma additional tools to continue to address bridges across the state in need of repair or replacement. In total, this legislation provides Oklahoma up to \$6.6 billion over five years to address the national backlog of bridge maintenance.

We're also already working on the 2020 water resources bill. When I was chairman of the Environment and Public Works Committee, I revived the process of having biennial WRDA bills. In 2018, we enacted America's Water Infrastructure Act. Some of the successes for Oklahomans in this legislation included giving state and local stakeholders greater say in which projects get funded. We also cut needless red tape in this bill by allowing for greater transparency into the Corps' permitting and real estate processes. I also fought to secure provisions in this legislation that promote economic development in Oklahoma by further

advancing the MKARNS priorities, as well as provide certainty in water storage pricing for Bartlesville – saving taxpayers more than \$100 million over 10 years.

Looking ahead to 2020, I am already working with the Senate EPW committee to draft the next water resources bill. This legislation is a prime opportunity to increase federal investment in our inland waterways like the MKARNS, which supports economic activity across a 12-state region and moves 10.9 million tons of commerce worth \$3.5 billion annually. In the aftermath of the flooding along the MKARNS this year, it is clear we need to do more to ensure the Corps and private sector stakeholders are working together to ensure the needed maintenance and dredging occurs in a timely fashion.

You are well known as an advocate for Oklahoma's military community. What's in the pipeline to keep Oklahoma bases thriving?

There are two things that keep our bases thriving: community support and a strong investment in our national defense. Oklahoma has always excelled at community support, but we also need to make sure that their missions are strong. The National Defense Authorization Act, legislation that I author each year, is responsible for that. In this year's bill, I included several provisions that will benefit the missions at Oklahoma's military installations. First, the NDAA explicitly prohibits a base realignment and closure (BRAC) round, ensuring the vital missions at all Oklahoma bases can continue to grow. After years of budgetary instability



during the Obama administration, readiness declined to a dangerously low level. My provision in the NDAA ensures it will not be reduced any further while we rebuild the force and its readiness. I also authored language that fully authorized the president's budget request for the Paladin Integrated Management (PIM) program, the primary indirect fire weapons platform in the U.S. Army's Armored Brigade Combat Teams (ABCT) and the Army's top modernization priority.

Pilots, like those at Vance Air Force Base, need to train on the newest and most advanced platforms in order to be prepared for the next generation of fighter and bomber aircraft. My language in the NDAA will support procurement for the T-X advanced pilot training system, replacing the legacy T-38 trainers that have

become outdated and led to increased training times. I also supported increased funding and procurement of the KC-46 and B-21 aircraft. The KC-46 tankers ensure our military's ability to engage in operations around the globe. Altus Air Force Base provides training for all KC-46 pilots and boom operators, while Tinker Air Force Base has been selected to provide all depot maintenance for the KC-46 and B-21 with construction underway for their maintenance and fuel hangars.

How can Oklahoma companies improve their workforce during the next decade to take advantage of military spending and advances in space?

The one downside to a strong economy is that businesses are having trouble finding skilled workers. We need to do more to encourage and

make it possible for young people to choose high-paying, skilled careers. Here's the reality: Oklahoma's aerospace and aviation industry is the second largest growing industry in the state. In terms of contributing to our state's economy, it is second only to the energy industry. Yet right now, we have an entire workforce fixing to retire, and companies can't hire people fast enough to take their places. The worker shortage threatens to undermine the future of the U.S. aviation system and prevent American companies and workers from capitalizing on expected aerospace sector growth.

To address this, I authored provisions in the 2018 FAA bill, which President Trump signed into law, that established pilot programs to authorize grants in support of the education and career development of individuals engaged in aviation maintenance and pilot activity. This facilitates public and private collaboration and focuses on curriculum development and deployment to grow the pipeline of those seeking a career in aviation. My Aviation Maintenance Workforce Development Program establishes competitive grants to support the curriculum design and career development of aircraft maintainers, while the Pilot Education Workforce Development Program focuses competitive grants to enable high schools to offer ground school courses to young people – a key first step for all aviation careers. These programs provide an opportunity for Oklahoma companies, education institutions and economic development groups to work together to empower the next generation workforce that we need for our nation's aviation industry.

To expand additional opportunities for students and promote economic growth, I introduced legislation to support career and technical education opportunities, encourage consistent communication between career and technical education institutions regarding curriculum, and highlight the importance for elementary and secondary education institutions to promote enrollment in these professions as desirable high-skill, high-wage occupations. Specifically, it will expand the qualified use of 529 Education Savings plans, establish highway construction workforce development grants and create initiatives to encourage military spouse professional development.

LEARN MORE ABOUT U.S. SEN. JIM INHOFE AT INHOFE.SENATE.GOV



LEGACY BUILDING

OKPOP groundbreaking celebrates a decade of advocacy

By Jarrel Wade

The OKPOP Museum, now under construction in Tulsa's Arts District after years of planning and advocacy, originated in response to a stinging question: Why doesn't Tulsa have a single state-funded museum?

"In 1989, we adopted a plan to make sure that we provide services evenly across the state, and we knew we had a gap in Tulsa," said Bob Blackburn, executive director of the Oklahoma Historical Society. The state agency operates 32 museums across the state, including the Museum of the Western Prairie in Altus, the Oklahoma Route 66 Museum in Clinton, the Will Rogers Memorial Museum in Claremore and the Oklahoma History Center near the state Capitol.

However, there hasn't been one state-funded museum in Tulsa in the agency's 126-year history, which predates statehood.

"Fast forward to 2008, and I'm in George Kaiser's office," Blackburn said. "He gets right down to business. He says, 'Dr. Blackburn, how many museums do you operate around the state?' I said, '32.' He says, 'And how many are in Tulsa?' - in a kind of challenging way. I said, 'None, but sir, we want to do something in Tulsa.' And it started that day."



Building support to build a museum

Coming out of that meeting with Kaiser, Blackburn didn't yet have a concept for the museum. He knew he had an uphill battle ahead of him to convince a state legislature to fund a project that each legislator wanted for their own community.

"At first we thought rock and roll, and then country music," Blackburn said. "Then we had a conversation with (Schnake Turnbo Frank CEO) Becky Frank, who urged us to embrace Oklahoma's pop culture."

The name OKPOP soon followed.

With a strong concept in hand, the focus shifted to selling the idea and convincing others to lend their support. Tulsa Regional Chamber President and CEO Mike Neal was still new to Tulsa when Blackburn first approached him about the museum.

"Having only arrived in Tulsa the previous year from Nashville, I immediately recognized the potential for this project," Neal said. "It was only when we began to develop message points for our advocacy efforts did I become fully informed of just how many creative, talented Oklahomans have influenced the rest of the nation and other artists around the world."

The Chamber-led OneVoice regional advocacy effort was still new in 2008, and support of OKPOP became one of its earliest legislative priorities. The OneVoice Regional Legislative Agenda of 15 state and 15 federal priorities is

revised annually and directs the Chamber's advocacy efforts. The agenda guides a coalition of more than 75 partners across the Tulsa region, including city and county governments, chambers of commerce, economic development groups and education institutions.

"As we tried to sell the concept to the community, we were embraced," Blackburn said. "The creative community embraced us. The business community, led by [the Chamber] and others, said, 'Yes, we want you here in Tulsa.'"

As the base of support broadened, Blackburn approached the legislature to ask for a funding commitment.

"I think it was four straight years that we kept coming up with a blank," Blackburn said. Even as the request was rebuffed year after year, the OneVoice coalition and others remained strong advocates for the museum and kept bringing the issue back to legislators. The advocacy efforts of Chamber members helped sustain the project's momentum, as did significant lobbying by VisitTulsa, the city's convention and visitors bureau housed at the Chamber.

Several years passed before funding was secured. In 2013, despite reaching an agreement with lawmakers, the Oklahoma Historical Society asked resources be diverted to disaster relief after devastating tornadoes in Moore. Finally, in May 2015, Gov. Fallin signed a \$25 million OKPOP funding bill into law.

The project has now spanned three Tulsa mayors and three governors.

Creativity fueling commerce

The OKPOP groundbreaking on Oct. 23 was something of a 10-year reunion for the museum's advocates. Many of them will be featured among its collections.

As a nod to Bob Wills and his Texas Playboys - immortalized at the museum's neighbor, Cain's Ballroom - the ceremonial groundbreaking used golden shovels resembling the gold Fender Stratocaster made famous by the band's guitarist, Eldon Shamblin.

Once completed in 2021, OKPOP will showcase artifacts that celebrate the legacies of Oklahoma's most cherished creatives, including Gene Autry, Garth Brooks, S.E. Hinton, Ron Howard, Vince Gill, Mickey Mantle, Patti Page, Will Rogers and Leon Russell.

Oklahoma Gov. Kevin Stitt praised the work of legislators and supporters, promising that their investment in the state would pay off for future Oklahomans.

"Oklahoma son Will Rogers once said, 'America is a land of opportunity, and don't ever forget it,'" said Gov. Stitt. "Thanks to the Oklahoma Museum of Popular Culture, future generations of Oklahomans and people from all across the world will have the chance to learn about our history and be inspired by the Oklahomans who have pursued their passions and dreams and paved the way for those to come."

Ray Hoyt, the Chamber's senior vice president of regional tourism, sees a direct connection to OKPOP's construction in Tulsa and the region's economy.



"The archives and offerings of this museum will attract visitors through music and culture, enticing them to add Tulsa to their travel itineraries," said Hoyt. "This results in more hotel bookings and more people shopping in our retail stores, visiting our world-class attractions and eating in our restaurants. This is a real asset for us, and we will realize OKPOP's impact in our city and state for many generations."

CONTINUING THE QUALITY JOURNEY

Oklahoma Quality Foundation recognizes Chamber for commitment to excellence



A journey that began more than six years ago has now taken another major step forward.

As part of its eighth annual Sharing of Best Practices Conference held on Nov. 6 in Oklahoma City, the Oklahoma Quality Foundation (OQF) honored the Tulsa Regional Chamber with its 2019 Award for Commitment to Excellence.

The Award for Commitment to Excellence represents the third of five increasingly rigorous levels within the OQF framework, which is based on the Malcolm Baldrige Criteria for Performance Excellence. The Chamber achieved level one in 2013 and level two in 2015.

"The Tulsa Regional Chamber is on a long-term quality journey, and this honor represents the next step in that journey," says Justin McLaughlin, executive vice president and chief operating officer for the Chamber.

"One of the Chamber's organizational core values is accountability, and participation in the OQF process is a primary means of holding ourselves accountable for continuous improvement," McLaughlin says.

STEP BY STEP

This year's process officially began back in May with submission of a 50-page application that

detailed the Chamber's work in the areas of leadership, strategy, customers, information management, workforce and operations.

The application also included details on the economic development, regional tourism, government affairs and community development results achieved through execution of the Chamber's strategic plan.

"Assembling the application was a tremendous collaborative effort lead by the members of our executive leadership team and our quality task force," says McLaughlin. "Seeing all we do documented - and being able to connect the dots between our processes and the results achieved - was a huge value in and of itself."

A team of expert examiners trained in the Baldrige criteria evaluated the application before visiting the Chamber offices for three days in September to interview staff and volunteers, and to see firsthand what was described in the document.

“The combination of the written application and the site visit allowed us to tell the story of the Chamber’s work in a three-dimensional way,” McLaughlin says. “It also gave us numerous opportunities to really reflect on how far we’ve come as an organization since we began this journey.”

SHARING BEST PRACTICES

As part of the Sharing of Best Practices Conference, leadership within the Chamber’s resource development team - Allison Walden, Courtney Dresher, Steffanie Bonner and Karen Humphrey - led a breakout session on the best practices their team employs to engage Chamber members.

The OQF examiners who visited the Chamber during the September site visit identified member engagement as a Chamber strength, and a big part of the Baldrige culture is sharing knowledge to help other organizations improve.

“Baldrige is all about giving back to help others,” says Walden, who also serves on the OQF Board of Directors and is herself a trained quality examiner. She has helped lead the Chamber’s internal quality improvement effort since its earliest days.

“We at the Chamber have really benefited from the lessons of other successful organizations, such as Tri County Tech in Bartlesville, which won a national Malcolm Baldrige Quality Award in 2018,” Walden says. “Tri County leadership

shared their insights with us, and we, in turn, are trying to share what we know with other organizations. The result is a strong, interconnected community of organizations all committed to continuous improvement.”

THE ROAD AHEAD

Beyond the recognition received in early November, the Chamber has also received a detailed, 34-page Feedback Report from the OQF examiners. This report details what the examiners feel are the Chamber’s chief strengths and greatest opportunities for improvement.

Based on this report, Chamber staff will soon begin the process of mapping and prioritizing continuous improvement efforts for 2020.

“Taken to heart, the feedback of the examiners provides the road map for where we go from here,” says McLaughlin. “They invested countless hours to get to know us and help us identify where and how we can still improve, so you better believe we will take their recommendations and run with them.”

For many organizations that participate in the OQF process, success at the state level is a precursor to pursuing a national Malcolm Baldrige Quality Award. The Tulsa Regional Chamber plans to pursue that path as well.

“We ultimately want to be known not just as the best in the state, but also the best nationally,” McLaughlin says. “The dedication to excellence required to get there will also ensure we continue to deliver the very best services for our member businesses and the wider northeast Oklahoma region.”

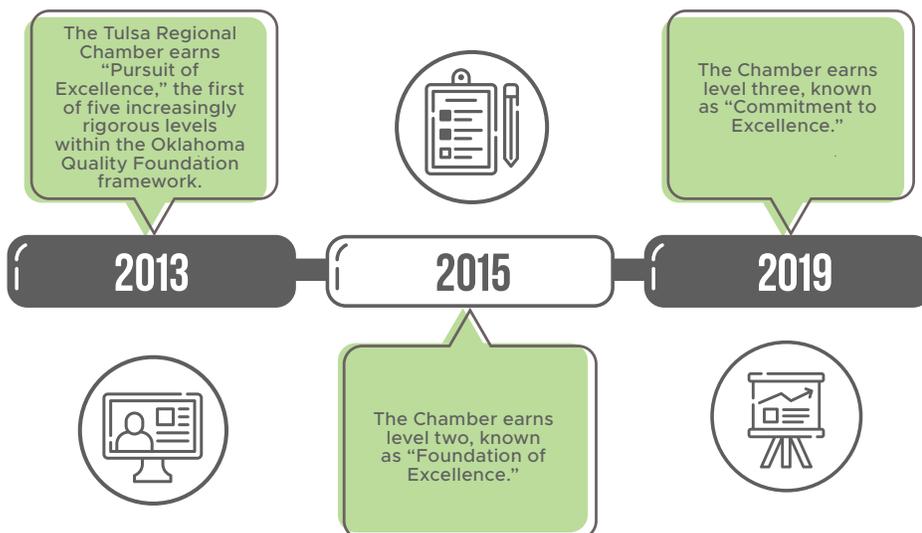


BUILDING BETTER ORGANIZATIONS

The mission of the Oklahoma Quality Foundation (OQF) is to be a catalyst for building better organizations across our state by inspiring role model performance and results based on Baldrige principles. Since 1993, OQF has worked with hundreds of Oklahoma organizations - including MESA, Bama Companies, Tri County Tech and the Oklahoma City Indian Clinic - that have achieved state and national quality awards.

The Baldrige systems approach has its roots back in the 1980s, when it was initially focused on helping manufacturers (like auto makers) improve their processes in order to be more globally competitive. Baldrige has since migrated into the health care, education, and more recently, non-profit sectors, always with the goal of improving organizational performance.

THE JOURNEY THUS FAR



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Join more than **50** regional organizations who have pledged to fly out of Tulsa. Visit **FlyTulsa.com** for program information and additional partnership opportunities.



SMALL BUSINESS SPOTLIGHT

IDA RED



Ida Red is a local retailer that carries unique Oklahoma-themed products and souvenirs, as well as a variety of candy, soda, gifts, apparel and more. Ida Red has two locations: one in Brookside and another location in the Tulsa Arts District. We spoke with owner Angelene Ripley Wright to learn more about her and her business.

How does your upbringing influence your business?

I come from a long line of Okies and was raised by parents who taught me the importance of all things Oklahoma - that instilled a sense of pride in being from here. My dad (Steve Ripley) was a musician, singer, audio engineer and inventor who worked with many Oklahoma greats like Leon Russell, JJ Cale, Roy Clark, Johnnie Lee Wills and more, as well as founding the country music group The Tractors.

There's an amazing legacy of ideas, entrepreneurship, art and music stemming from Oklahoma, merging here from all corners of the country and creating a unique culture we call our own. It seemed common, growing up in high school in Tulsa, to hear kids talk about how much they wanted to move away from here when they graduate. My sentiment has always been the opposite. While I was in college at TU, I began thinking about how there weren't many Tulsa or Oklahoma-themed products available outside of campy airport souvenirs, so I began using the branding knowledge I had learned to produce Oklahoma-related items that people would really want to buy and wear. I realized there is not only a demand for this in our community, but there is also value in local pride that runs deep. Celebrating your city and state, and supporting your creators and artists, is powerful and deep in significance, and this has become our passion and focus at Ida Red.

How did you get started with Ida Red?

Ida Red was originally conceived to be a retail arm of Cain's Ballroom, selling Cain's merchandise and concert tickets, among other things. The original owner was Alice Rodgers of the Rodgers family, who owns Cain's Ballroom. My

mother suggested the name "Ida Red" when we were trying to come up with a name that had a Tulsa theme and connection - it's a song made popular by Bob Wills and the Texas Playboys, who obviously have a deep connection to Tulsa and [with the] tie-in to Cain's. I was tasked with creating all of the branding for the shop, as well as developing the vision and concept. This quickly evolved into a managerial role, where I handled buying, hiring, training, merchandising, inventory, payroll, point of sale systems, etc. I purchased the business in 2016.

What challenges did the store face when it opened?

The biggest challenge at the start was opening a brick and mortar that Tulsa had no idea existed and had no context for what it was. So not only did we have to get Ida Red on the public's radar, but get them to have a reason to come through the doors. In the early years, we were throwing a lot of events, revolving local art showings. We even had a small stage in the back of the store for a weekend concert series with local acts, and we produced an online video series of those concerts to help promote those acts.

As far as merchandising, it was a bit scattered at the beginning - we had some locally made items, but were also attending national retail markets and purchasing products, as well as stocking popular national brands. We did develop a niche early on with our candy and bottled sodas, with a focus on the old-fashioned and nostalgic.

It wasn't until later that I began a more concentrated focus on locally made products and Tulsa pride. After I purchased the business, I was able to control 100% of the purchasing and

merchandising. We started to develop many of our own product lines like our Ida Red brand t-shirts and our "Tulsa In Ink" products, which include nostalgic Tulsa coasters, as well as our exclusive limited edition snow globes, all of which have become some of our biggest sellers. We are the exclusive retailer for licensed Leon Russell and JJ Cale products, as well as the official retailer of the Tulsa Expo/Golden Driller and Bell's Amusement Park.

What does customer service mean to you?

Being a local retailer, customer service is huge! It is so important to what we do and is one of the main motivations for Ida Red even existing. A fun, happy, inviting, caring, family environment is the most important part of the Ida Red culture, and when that is fostered in the employee experience, it rubs off on the customer experience. Customer service also means having a personal touch that you can't find from a website or even often at large national retailers. We love helping select the perfect gift for our customers, correcting and resolving any problems that can happen, and personally getting to know the people that shop in our stores.

Any holiday gift ideas?

Some of my current favorites are a cozy Tulsa sweatshirt, an Oklahoma food basket, Tulsa flag products, one of our many current and nostalgic Tulsa coasters from our Tulsa landmarks series, and sassy socks to make you laugh! In addition to our very popular downtown skyline and Golden Driller snow globes, we have a new 2019 snow globe featuring midtown Tulsa. It has some new places never featured in a snow globe before like Gathering Place, Weber's Root Beer and The Brook Restaurant, to name just a few. We can also help create great corporate gifts!

NEW MEMBERS

September/October 2019

A&B Identity

2020 E. 3rd St.
Tulsa, OK 74104
(918) 663-7446
abidentity.com

Specializes in signs and graphics, banners, corporate apparel, promotional products, and industrial/control panel signs.

DIVERSE BUSINESS

Alegre HR Advisors

27500 Interstate 45, Ste. 400
The Woodlands TX 77386
(281) 620-0713
alegrehr.com

HR consulting and support services firm that helps businesses from startup through maturity.

Allied Refrigeration

735 E. Admiral Blvd.
Tulsa, OK 74120
(918) 582-7121

alliedrefrigerationok.com

Full-service commercial HVAC and refrigeration company with offices in Tulsa and Oklahoma City.

AOG Real Estate

121 N. Greenwood Ave., Ste. 121D
Tulsa, OK 74120
(918) 732-9636
aogrealestate.com

Boutique, community-focused and 100% black- and woman-owned firm specializing in residential and commercial real estate.

DIVERSE BUSINESS

Bartlesville Examiner-Enterprise

4125 Nowata Rd.
Bartlesville, OK 74006
(918) 335-8200

examiner-enterprise.com

Northeast Oklahoma news source both in print and online.

Berryhill Consulting

15 E. 15th St.
Tulsa, OK 74103
(918) 399-6268

berryhillconsulting.com

Bookkeeping services for small businesses that handles payroll, invoicing, general ledger, reconciliations, financial statement preparation and more.

Biantrav Corporation

804 N. Sheridan Rd.
Tulsa, OK 74115
(918) 632-0909

Mechanical and electrical industrial installation, including industrial welding.

CARR Commercial

10465 Park Meadows Dr.
Lone Tree, CO 80124
(940) 206-0400
carr.us

Provider of commercial real estate services with expertise in commercial, healthcare and senior housing realty.

Darr Equipment

6650 E. 44th St.
Tulsa, OK 74145
(918) 660-5400
darrequipment.com

Material handling dealer for Caterpillar, Mitsubishi, Doosan, Kalmar, Genie and JLG.

The Cosmopolitan

1717 Riverside Dr.
Tulsa, OK 74119

(918) 561-6100
cosmopolitantulsa.com

Upscale urban living community with one, two and three-bedroom apartments.

DC Sparks Construction, LLC

17062 Harmon Rd.
Fayetteville, AR 72704
(479) 365-2889

dcsparksconstruction.com
General contractor specializing in commercial construction.

Edward Jones - Steve Collins

5100 E. Skelly Dr., Ste. 150
Tulsa, OK 74135
(918) 660-0967
edwardjones.com

Financial advisor that offers retirement planning, life insurance and investment management.

Ensurian

324 W. Quantico St.
Broken Arrow, OK 74011
(918) 861-6473
ensurian.com

National brokerage firm that helps individuals, families and employers access affordable, high-quality health care.

Envie Cannabis Boutique

1402 S. Peoria Ave., Ste. 140
Tulsa, OK 74120
(918) 551-7278
enviecannabis.com

Family owned and operated cannabis dispensary.

Ida Red

3336 S. Peoria Ave.
Tulsa, OK 74105
(918) 949-6950
idaredgeneralstore.com

Fun, family friendly gift and souvenir shop with locations in Brookside and downtown Tulsa.

The Lash Lounge Tulsa

8205 E. Regal Ct., Ste. 105
Tulsa, OK 74133
(479) 445-2802
thelashlounge.com

Premier eyelash salon specializing in extensions, tinting, threading and more.

Synergy Wellbeing

3010 S. Harvard Ave.
Tulsa, OK 74114
(918) 749-1840

synergytulsa.com

Counselors for adults, adolescents, kids and families to work through anxiety, depression, loss, trauma and more.

Tacos 4 Life

10732 S. Memorial Dr.
Tulsa, OK 74133
(539) 202-2162

tacos4life.com
Restaurant.

TC Machine & Manufacturing, Inc.

7657 E. 46th Pl.
Tulsa, OK 74145
(918) 986-7920

tcmachinemfg.com

Precision CNC milling and turning.

DIVERSE BUSINESS

TSHA

8740 E. 11th St., Ste. A
Tulsa, OK 74112
(918) 832-8742

tsha.com

A nonprofit that provides comprehensive services for all affected by hearing loss throughout the state.

Verinovum

1307 S. Boulder Ave.
Tulsa, OK 74119
(918) 863-2826

verinovum.com

Data and technology integration provider for health care leaders.

Whimsy Cookie Company

3633 S. Peoria Ave.
Tulsa, OK 74105
(918) 236-3103

whimsycookieco.com

Bakery specializing in designer cookies for special order and delivery.

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Central Plains Cement Co.
Helmerich & Payne, Inc.

25 YEARS

Golden Eagle Federal Credit Union
Air Assurance Co.
Bison Electric, Inc.
Tulsa Ballet
Oklahoma Wesleyan University
Small Business Capital Corporation
Oklahomans for Equality

20 YEARS

Robinson Park LLC
LawnAmerica LLC

15 YEARS

Joshi Technologies International,
Inc.
Tulsa City County Health
Department
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