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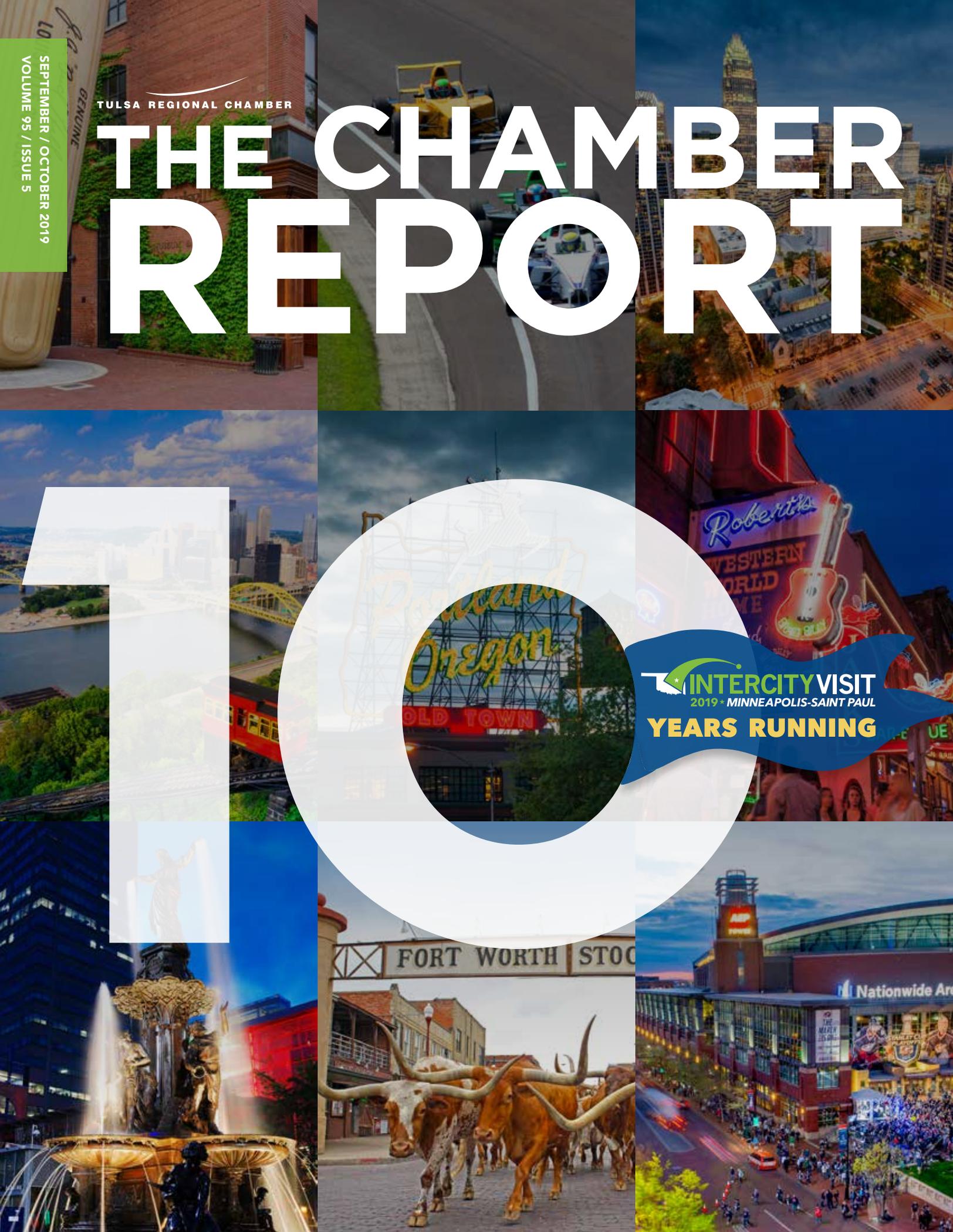
TULSA REGIONAL CHAMBER

THE CHAMBER REPORT

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 **INTERCITY VISIT**
2019 • MINNEAPOLIS-SAINT PAUL
YEARS RUNNING



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ON THE COVER: The Tulsa Regional Chamber's Intercity Visits have provided information and inspiration for a decade. Read more about this year's 10th anniversary trip to Minneapolis – Saint Paul beginning on page 4.

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24 27

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Wednesday, Nov. 6 | 3:30-5 p.m.
Philbrook Museum of Art

Skeet Shoot

Friday, Nov. 8 | 8:00a.m.-2:00 p.m.
Tulsa Gun Club

State of the City

Thursday, Nov. 14 | 12:00-1:30 p.m.
Cox Business Center

State of the Economy

Wednesday, Dec. 4 | 12:00-1:30 p.m.
Renaissance Tulsa Hotel & Convention Center

2020 Annual Meeting and Inauguration

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

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10 YEARS RUNNING

*Intercity Visit
continues to
inform and
inspire*

BY CHRIS ROGERS

***“It’s been a decade of
forward momentum.”***

That concise statement from Mike Neal, president and CEO of the Tulsa Regional Chamber, sums up well the sentiment felt by attendees of the 10th annual Intercity Visit. One of the Chamber’s most impactful program offerings, Intercity Visits have for the past decade provided opportunities to learn best practices from cities that are tackling challenges similar to the issues faced by the Tulsa region.

“Intercity Visits are part of the Chamber’s strategic initiative of community development, which seeks to leverage Tulsa’s assets to improve the quality of community life in northeast Oklahoma,” said Neal. “By learning from other communities, local leaders can help move our region forward, and by all accounts this year’s trip was one of the best.”

This year’s Intercity Visit took attendees to the twin cities of Minneapolis-Saint Paul for an informative three-day outing. More than 100 community leaders from the Tulsa area traveled with Chamber staff, including elected officials, business executives, educational administrators, young professionals and regional partners. While there, the group heard from nearly two dozen leaders from the Minneapolis-Saint Paul region about their successes and challenges in multiple areas, with the goal of learning new strategies to help move our region forward.

“Last year’s Intercity Visit took us to Columbus, Ohio,” said Roger Ramseyer, Tulsa market vice president





for Cox Communications and 2020 chair for the Tulsa Regional Chamber. “Before that we went to Fort Worth, Cincinnati, Nashville, Portland, Pittsburgh, Charlotte, Indianapolis and Louisville. We’ve brought back valuable information each and every year, and this year’s trip was just as beneficial.”

Ramseyer led the task force that selected Minneapolis-Saint Paul as this year’s destination and served as host for the trip. “We chose Minneapolis-Saint Paul as this year’s destination for a number of reasons, but especially for the opportunities to learn more about regional collaboration and the power of inclusivity,” he said.

Embracing Regionalism

Trip attendees heard the importance of regionalism from local leaders who discussed how they have helped develop a metro that is near the top in Fortune 500 companies per capita, while having an urban population that is similar to Tulsa’s.

“Minneapolis-Saint Paul has great pro sports teams, great investment in their city, yet the population of Minneapolis is only 60,000 more than Tulsa,” said Tulsa Mayor G.T. Bynum. “However, their metro population is 4 million, which is larger than our entire state. What that shows us

when you focus on growing the entire region it doesn’t just benefit the suburbs, it benefits the core city as well.”

Trip attendees heard from leaders of the Minneapolis Regional Chamber, the Saint Paul Area Chamber and the TwinWest Chamber about the importance of not competing against each other, but instead focusing on competing against other major markets, including Tulsa.

“We need to think of ourselves as a region if we’re going to compete nationally and globally,” said Bynum, adding that we’ve moved past the city-versus-suburbs mentality that tied us up for so long. “To be relevant in the 21st century, we’re working with our partners and thinking big. The results are already there, and we’re seeing what can be accomplished when we come together. There’s so much excitement in the Tulsa region right now because we’re working as a group, and not wasting our energy fighting each other.”

Valuing Diversity

This year’s trip had an emphasis on diversity, equity and inclusion (DEI), an area in which Minneapolis-Saint Paul is leading the way. As a strong supporter of the business case for DEI, the Chamber prioritized programming around

the subject, and attendees were encouraged to provide feedback and engage in discussion throughout the trip.

“Back during the first Intercity Visit, our trip to Louisville, we had a panel about the importance of DEI and how it affects workforce attraction and business development,” said Shane Fernandez, executive vice president of Nabholz Corporation’s new south region. Nabholz was the presenting sponsor for the trip.

“Many people back then were saying that DEI is a social issue, that it has nothing to do with business,” said Fernandez. “But certainly, as we’ve taken these trips now 10 years later, we know how strongly these issues are connected. We’ve been raising awareness of inclusive leaders who are increasing the capacity for organizations that are fostering an inclusive work environment.”

Attendees had an impactful discussion with DEI leaders working at the city level in Minneapolis and Saint Paul. While talking about their efforts in creating a regional economy that strives to work for everyone, some similarities to Tulsa were noted.

“Every city has its DEI challenges, and in Tulsa

we can see some similar issues to what we've faced here," said Shauen Pearce, director of economic development and inclusion policy for the city of Minneapolis, who was knowledgeable of the history of Tulsa's Black Wall Street.

"In our state, white people will grow by 9% as a demographic, over the same 30-year period that people of color and immigrants will grow by 119%," said Pearce, who encouraged the attendees to examine their commitment to hiring and promoting people of color.

"If you think about this from a business standpoint, we're really talking about setting ourselves up for success," Pearce said. She and the other panelists discussed how, in a browning America, businesses have to plan for the long term and design systems that embrace people across all demographics.

Supporting Inclusivity

Further comparisons to Tulsa were discussed in the panel titled "Inclusivity in Action," featuring community leaders from the Saint Paul neighborhood of Rondo. Attendees learned that Rondo is one of more than 1,600 African American communities nationwide that were negatively affected by urban renewal efforts in the 1950s and 1960s, having had a highway injected right through the middle of a formerly thriving community decades ago. This sparked reflection around the impact that the north leg of Tulsa's Inner Dispersal Loop has had on the Greenwood district, a conversation that continues.

"Rondo was like your community of Greenwood in a sense, because it was a successful and self-contained African American community," said Marvin Roger Anderson of ReConnect Rondo, a coalition working to create a land bridge that will rejoin and re-energize their community. This dynamic plan is certainly a "big picture" goal, yet attendees learned how the plan has gained solid traction through ongoing collaborative effort.

"We learned many lessons in Rondo, focusing on combining our efforts and working together," said Anderson, whose presentation reflected his family's personal story. "Instead of each neighborhood or district working on our own trying to make changes, we found a commonality, as we knew that these issues affect everyone in the city. Our efforts began producing better results when we realized that in order to tackle big issues, you have to find partners to work with."

Connecting Ideas

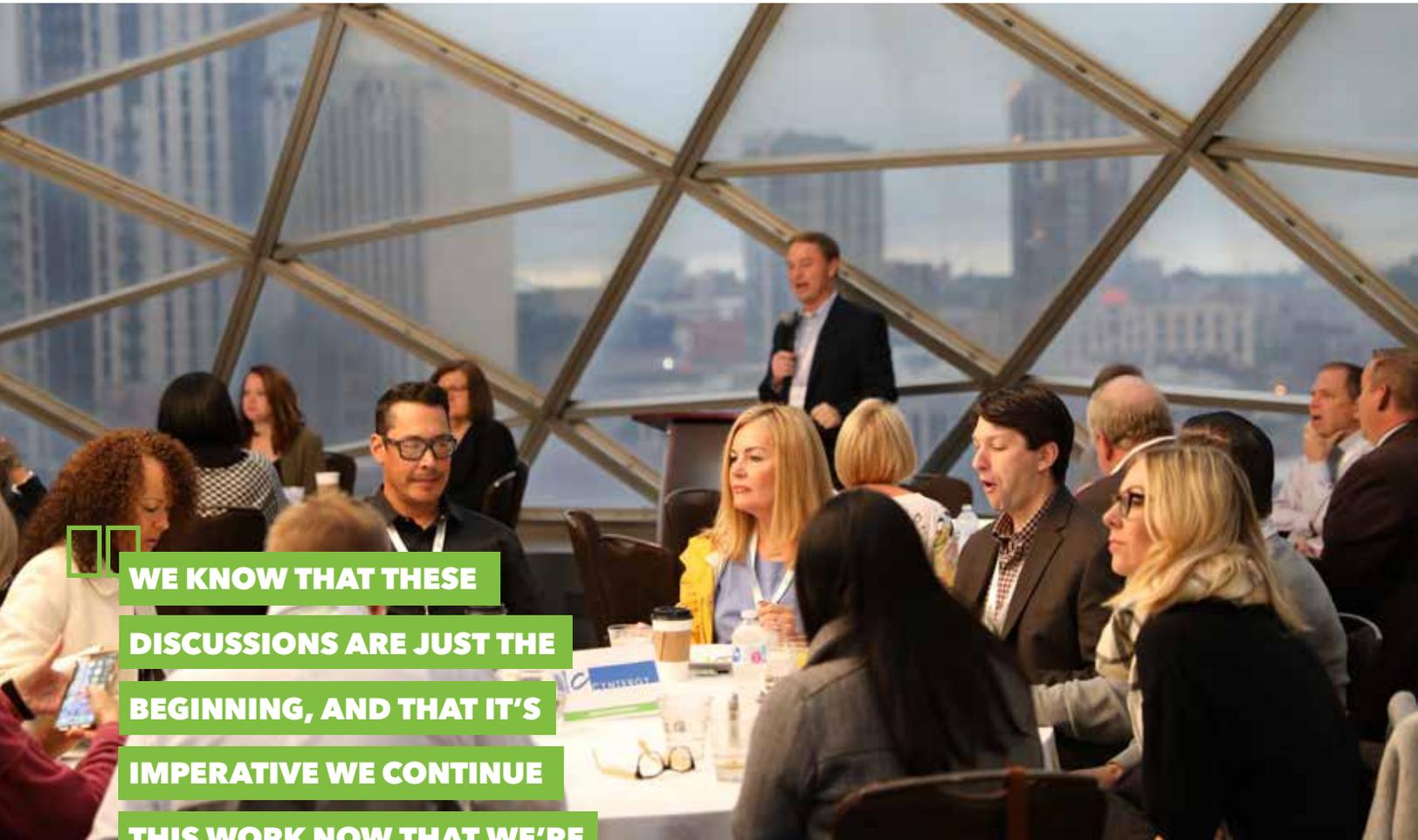
Another highlight of this year's trip was learning how Minneapolis has developed into a true headquarters economy, with the most Global 500 companies of any city in North America. Of Minneapolis-Saint Paul's 18 Fortune 500 companies, only one of them relocated to the region; all the rest are companies that were created and built locally.

"We grow companies," said J. Myles Shaver, a professor at the University of Minnesota. "Companies don't grow themselves; it takes purposeful guidance and it takes people. Our



**WE'VE BROUGHT BACK
VALUABLE INFORMATION
EACH AND EVERY
YEAR, AND THIS YEAR'S
TRIP WAS JUST AS
BENEFICIAL.**





WE KNOW THAT THESE DISCUSSIONS ARE JUST THE BEGINNING, AND THAT IT'S IMPERATIVE WE CONTINUE THIS WORK NOW THAT WE'RE BACK HOME.

story is about human capital. We have nice skyscrapers with fancy computer on the desks, but it is the talent that makes a company.”

Attendees heard how having a deep and diverse pool of managerial talent has been key to the success of the region. Shaver’s statistic-driven panel discussion was well received by many of the attendees.

“I was impressed with how data-driven the collaborative partners are,” said Ashley Harris Philippsen, deputy chief of community development and policy for the city of Tulsa. “Mayor Bynum is a very data-driven leader, and I loved the trip’s emphasis on research and best practices. It’s important for us to make sure that we synthesize all the data that we use in our work, to ensure that our policies are far-reaching and more effective.”

For many attendees, additional highlights of this year’s trip included guided tours of the Rondo neighborhood and downtown Minneapolis.

“I valued the chance for our professional and community leaders to hear from Minneapolis-Saint

Paul leaders about the partnerships they crafted with their business community,” said Brian Kurtz, executive director of Tulsa’s Downtown Coordinating Council.

“I’m still relatively new to Tulsa, so the chance to meet and talk and work with people that I don’t really get the chance to engage with on a regular basis, I think that’s one of the most valuable pieces of the Intercity Visit,” said Kurtz. “I’m now following through with people whom I got to know on the trip and starting to form new relationships and partnerships, looking at ways to fit those connections into the work we’re doing in downtown Tulsa.”

Moving Ahead

Having now a decade-long history, some attendees on this year’s Intercity Visit were on their ninth trip while some were on their first, allowing for an intermingling of backgrounds and experiences.

“It’s great hearing from people who’ve been on this trip for many years,” said Philippsen. “This being my first year, I enjoyed the way the Chamber constructed our trip and structured

the sessions. It enabled me to meet and make connections with a lot of people from across the Tulsa region whom I might never have talked to.”

Philippsen remarked that she especially appreciated the panels on DEI, which got her thinking on how to bring this information back to her own work.

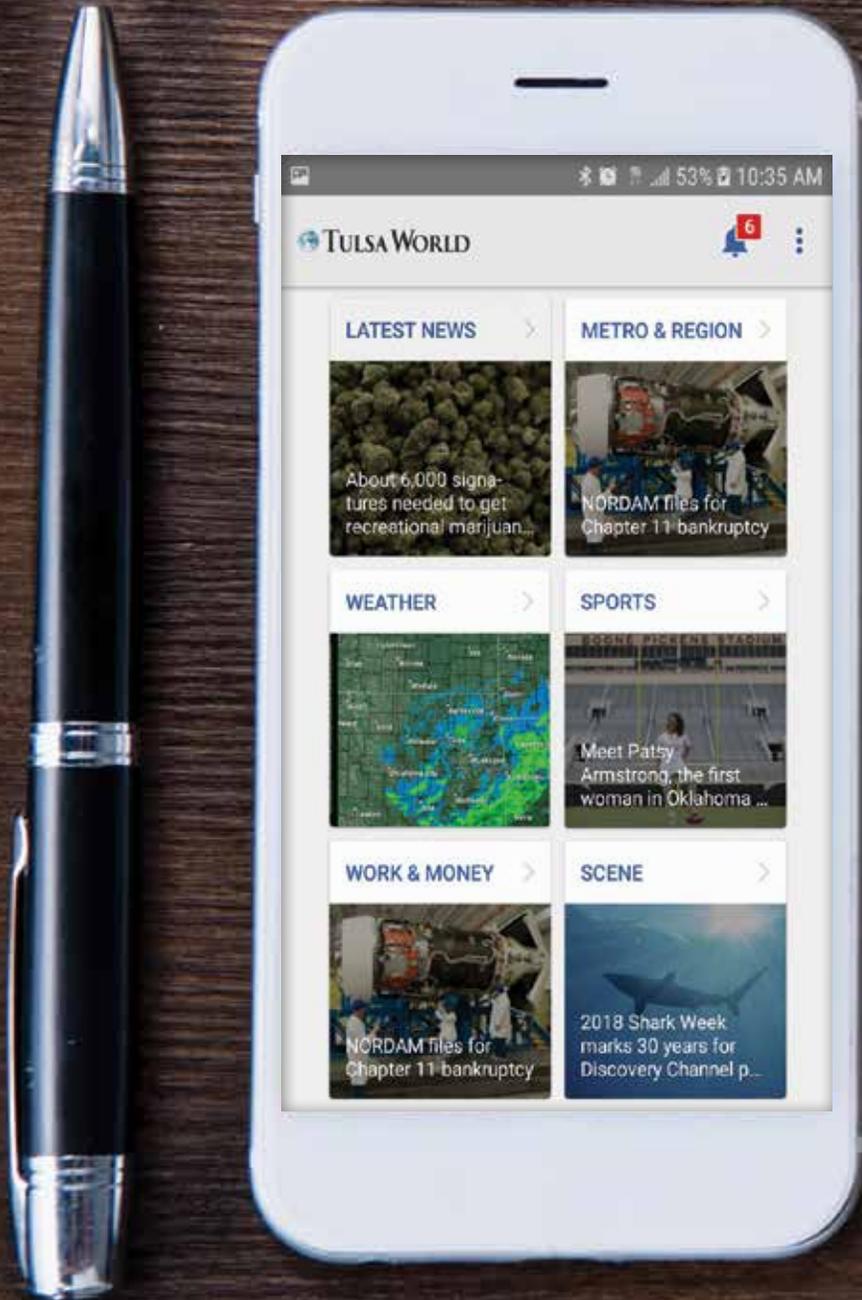
“The case for DEI in light of the browning of Tulsa has us thinking about how we’re creating jobs and creating opportunities, and making sure we’re developing strategies not only for us in the here and now, but also for the Tulsa of 2040 and 2060,” she said.

“We had great engagement across all aspects of the Intercity Visit this year,” said Ramseyer, “and we appreciate every attendee for participating. We know that these discussions are just the beginning, and that it’s imperative we continue this work now that we’re back home. We’re already looking forward to next year’s trip, to continue the work of moving our region forward.”

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ATTAINING THE GOAL

918 EDUCATE BRINGS TOGETHER COMMUNITY PARTNERS TO SOLVE WORKFORCE CHALLENGES

BY TAYLOR COSTLEY



BY 2025, OKLAHOMA EMPLOYERS

will need 600,000 more new-skilled workers than are currently available in the state's workforce. Post-secondary educational attainment is more critical than ever, and new partnerships between educational institutions and businesses are needed to ensure the region's talent needs are met.

One such partnership is 918 Educate, a Chamber-led consortium of local organizations dedicated to increasing post-secondary attainment opportunities to underserved populations. 918 Educate is funded through a grant from the Lumina Foundation, one of the largest private foundations in the country. Lumina's goal is to ensure that by 2025, 60% of Americans attain a quality degree, credential or certificate after high school. Lumina partners with cities it designates as Talent Hubs to increase educational attainment, and Tulsa is one of 24 Talent Hub communities across the country.

"Tulsa was designated as a Talent Hub community because of our rigorous standards toward attracting, retaining, and cultivating workforce talent," says Kuma Roberts, executive director of diversity, equity and inclusion at the Tulsa Regional Chamber. "It's imperative that we expand on our current work to break down barriers to postsecondary education for underserved populations."

918 Educate partners include TCC, Tulsa Tech, the City of Tulsa, Tulsa Community WorkAdvance, Reach Higher Direct Complete and Goodwill Industries. This group works to align educational offerings with the needs of northeast Oklahoma's employers in three main ways. First, the partnership increases community awareness about the importance of education after high school. 918 Educate allows for coordination on marketing and communications strategies among the partner entities, and the connection with Lumina allows for deeper insight into how other communities make the case for postsecondary learning.

Second, 918 Educate partners strategize on how to remove barriers to postsecondary opportunities, particularly those faced by individuals from low-income households with

no prior postsecondary education. Third, 918 Educate strengthens links between the partners and allows for more frequent communication. In many cities, this lack of collaboration is a significant hindrance to meaningful workforce development.

Dr. Dannette Howard, senior vice president and chief strategy officer at Lumina Foundation, spoke to attendees at the Chamber's State of Education event in July. Dr. Howard highlighted the progress that has been made toward Lumina's attainment goal at both the national and state level. Since 2008, Oklahoma's overall rate of educational attainment has increased from 32.7% to 42.8%.

"We need a system that's completely redesigned," Howard said. "The reality is that today's students and today's learners are pursuing post-secondary learning in very different ways. Students who don't go to college right after high school and who don't go to college and finish in four years are much more of the majority than people think."

Area companies already recognize the need to look outside the traditional four-year college pipeline to fill jobs. Greenheck Group, a Wisconsin-based manufacturer that recently completed phase one of its Tulsa campus, will employ 600 people once phase two is complete in 2020. By building partnerships between local companies, nonprofits, education institutions and training partners, 918 Educate is able to break down barriers to ease entry into post-secondary education. As a result, it is able to connect more potential employees to high-wage, high-skilled employers such as Greenheck.

"We are looking for ways to create unique workforce pipelines by partnering with organizations that find and train untapped potential talent," says Rachel James, Greenheck's Tulsa campus director. "In turn, our promise is to provide a good job with tremendous career growth opportunities for each employee."

Greenheck Group has already worked with 918 Educate partners Tulsa Tech and Tulsa Community WorkAdvance to provide job-specific training to underemployed individuals interested in a manufacturing career. James adds that diversity and inclusion are key components to opening workforce pipelines, so Greenheck is working with veterans groups, criminal justice diversion programs, employees

whose first language is not English, and others.

"[918 Educate partners] will train for both soft and technical skills, and then it's our job as the employer to continue each employee's training and development long-term," says James.

Muncie Power Products will be the first tenant at the new Peoria-Mohawk Business Park in north Tulsa. The park aims to be a catalyst for economic development in north Tulsa and tap into the employment potential of the community. Muncie plans to partner with Due North, a program of Tulsa Community WorkAdvance, to fill their workforce needs.

Due North works with community partners to offer soft skills training and job readiness workshops for north Tulsans. Participants in the program will receive individualized career coaching and job placement services to work toward rewarding and stable careers. In the program's first year, it will serve 60 individuals. This program is one of the ways 918 Educate works to provide post-secondary attainment opportunities to underserved populations and ensure access for all northeast Oklahoma residents.

"We have placed the training where it is most readily accessible to residents and at no cost to enroll," says Tulsa Community WorkAdvance Executive Director Karen Pennington. "Through Due North, residents will be prepared with the skills needed to acquire jobs with good wages and career advancement opportunities, and employers in the north Tulsa area will have access to an increased pipeline of ready-to-work employees."

Oklahoma has a statewide goal to increase postsecondary degree attainment to 70% by 2025. By forming strategic partnerships to increase the availability and accessibility of educational offerings, 918 Educate and area employers will help more people move into higher-paying careers and lift more northeast Oklahoma families out of poverty.



YEAR-ROUND ADVOCACY

OneVoice process identifies priorities and builds coalitions

When Geoff Hager launched his oil and gas manufacturing company Big Elk Energy Systems, he was inspired by his great-great-grandfather Opahtunkah – “Big Elk” in the Osage language.

“I was searching for a name that unified my company’s goals for growth with our mission to improve the community,” Hager says. “I found the name in my own family and Osage heritage.”

Big Elk was chief of the Claremore band of the Osage Nation tribe. He was a diplomat who took Osage priorities directly to Washington, D.C., as part of several delegations in the late 1800s.

“Chief Big Elk did not sit idle,” says Hager. “He was a leader who represented the needs of his people here in Oklahoma and in the nation’s capital.”

Hager follows in his great-great-grandfather’s footsteps by participating in the Tulsa Regional Chamber’s OneVoice process, an annual regional initiative that yields a legislative agenda of 15 state and 15 federal priorities. He contributed to recent agendas as chair of the OneVoice energy task force in 2018 and 2019, bringing together a team of advocates to identify the top issues facing their industry.

Legislative issues have a direct effect on Hager and his five-year-old company. In 2018, the U.S. became a net exporter of natural gas for the first time in history. As the third largest natural gas producing state, Oklahoma stands to benefit tremendously from the continued growth of natural gas production. Eliminating barriers to greater use of natural gas continues to be a top OneVoice priority.

“For myself and Big Elk Energy Systems, the OneVoice process is a critical strategy to success,” Hager said. “It’s a powerful vehicle to carry the priorities of the energy industry and the priorities that allow the region to grow and prosper.”

OneVoice process never stops

The process begins anew each year just as the Oklahoma legislative session winds down. Throughout the summer, nine issue-specific task forces host regional stakeholders to discuss and deliberate potential legislative solutions to pressing challenges. The highest

priority recommendation from each task force is automatically added to the final agenda. Each task force’s remaining recommendations are vetted at the OneVoice Regional Legislative Summit held during the fall.

Hundreds of employees from Chamber members and regional partners attend the summit to decide the final agenda. Attendees break into small groups to discuss and vote on which of the task force recommendations will be added to the agenda. The top recommendations are identified and published as the OneVoice Regional Legislative Agenda, which is endorsed by a coalition of more than 75 area organizations.

Resolute PR CEO Nicole Morgan chaired both the development, economy and taxes and small business and entrepreneurship task forces, which held joint meetings in 2019. As the head of each task force, Morgan led discussions and helped find common ground between the priorities of each task force member.

“We quickly realized the overlap between the two task forces and were able to collectively focus on initiatives that help increase revenue for our state,” she says.

Final priorities from Morgan’s task forces included support for economic incentives, the American Indian Lands Tax Credit, municipal funding diversification, and research and development in leading industries.

“While not all of the issues discussed directly impact my business, staying plugged into the OneVoice process helps me keep a pulse on what’s impacting our community,” she says. “It’s important for me to know how the Chamber advocates for us and what the membership feels is most pressing. It’s also exciting to see those issues come to fruition and to know we had a hand in that.”

Morgan’s task forces met three times during July and August. Each meeting focused the task force’s priorities. With those discussions as a foundation, the conversation broadened at the Summit. Each task force brings only the most relevant topics to offer as priorities for the larger group.

“We were collectively able to agree on some very critical issues,” Morgan says. “The recent floods were a serious reminder of the need for

levee system improvements. Public education continued to be a top priority, and we had many conversations about the trickle-down effects that adverse childhood experiences and mental health have on our future workforce.”

As a public relations CEO, Morgan recognizes the significance of an entire coalition standing behind policy priorities.

“It’s a powerful thing when a room full of Tulsans can put their personal agendas aside to vote for what’s best for our region.”

Why people come to the summit

Elizabeth Osburn, senior vice president of government affairs for the Chamber, seeks the full spectrum of northeast Oklahoma’s business community at each year’s summit.

The goal for each year is to reach every level of the business community – from CEO to entry level – so that the final priorities have the broadest base of support.

“The key to our success is expert input from our task forces followed by the approval of a broad coalition,” Osburn said. “We springboard from that base of support each legislative session. The success or failure of each priority starts with the strength of the coalition.”

After the priorities are set each year, Osburn and her government affairs staff begin to collect organizational endorsements. The endorsements grow each year as new groups join and add their support.

Endorsers include city and county governments, chambers of commerce, economic development groups, industry leaders and education institutions.

Jennifer Jezek, the Chamber’s vice chair of government affairs and president of York Electronic Systems, said the OneVoice coalition has grown in both representation and reach.

“In legislative advocacy, success begets more success, and the OneVoice track record has been strong,” Jezek said. “The coalition’s strength has always been a commitment to explore broad policy solutions that improve business and life in Oklahoma.”

2020 OneVoice Priorities

State

- Support regional water policy
- Municipal funding diversification
- Economic incentives
- Fund public education for the 21st century
- Address the teacher shortage
- Eliminate exemptions to 811 One-Call program
- Full Medicaid expansion
- Mental health treatment and support
- Health care workforce expansion
- Statewide branding and marketing
- Meet the demands for research and development in leading industries
- Support critically needed transportation funding
- McClellan-Kerr Arkansas River Navigation System infrastructure revolving fund
- Criminal justice reform
- Adverse childhood experiences

Federal

- Extend the federal investment tax credit
- Support funding for critical economic development programs
- American Indian Lands Tax Credit
- Individuals with Disabilities Education Act (IDEA) funding
- Americorps funding
- Eliminate barriers to greater use of natural gas
- Remove barriers to needed inpatient treatment in Oklahoma
- Strengthen federal physician training programs
- Tulsa's levee system
- Upgrade infrastructure at Tulsa International Airport
- Small employer health care concerns
- McClellan-Kerr Arkansas River Navigation System
- Support federal infrastructure investment
- Support training of middle-skill workers
- Support Pell eligibility for short-term, industry-driven training

Jezek served as the workforce and human resources task force chair in 2018. She has also attended the OneVoice Day at the Capitol and OneVoice Washington D.C. Fly-In to advocate face-to-face with state and federal officials.

"The OneVoice process is a full-spectrum, ongoing advocacy campaign," Jezek said. "It's not a light switch that we turn on or off when a law is needed. The process is designed to empower its advocates year-round. The priorities are relevant at all levels of government, whether you are at our nation's capital or the Oklahoma State Capitol, or even at our city halls and school boards."

Partnering for success

The OneVoice process is an opportunity for any Chamber member engage in state and federal politics. Hager and Big Elk Energy Systems view it as a core benefit of Chamber membership.

"Most of a CEO's job is identifying problems and finding solutions," Hager says. "Some problems are larger than Big Elk, however. OneVoice, for me, was a springboard for my company to get involved in politics and have a voice in shaping policy that supports growth."

Through his participation, Hager says he strengthened relationships with other energy organizations in the Tulsa region.

"Through the OneVoice lens, we're not competitors: we're partners in a coalition," Hager said. "Their legislative success is our success."

That success has come quickly for Big Elk. The company was named the fastest growing privately owned manufacturer in the country as well as the fastest growing company in Oklahoma on the 2018 Inc. 5000 list. In 2019, the company placed in the top 50 manufacturers and in the top 15 of Oklahoma businesses.

"We've had tremendous success at Big Elk, and we're still growing," Hager said. "The OneVoice process is a strategic part of our growth plans. We stand beside the coalition proudly."

Serving Tulsa



For Over 100 Years



MEET YOUR MEMBER RELATIONS MANAGERS

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.

Help from the Chamber is only a phone call away.

The Chamber's member relations managers are your primary point of contact. They can assist you and your company and help you take advantage of the membership benefits and Chamber programs that best align with your business goals. Member relations managers will reach out to you throughout the year to make sure the Chamber meets your needs, and they provide you with an individualized assessment of Chamber resources and services.

If you're facing challenges with your business, your member relations manager can connect you with people or resources that can help. Whether you have a question about your membership, want more information about an event or have feedback you'd like to share, our member relations managers will point you in the right direction.



Brenda Lewis

Member Relations Manager
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Assists companies beginning with the
letters A-L.

"My favorite thing about being a Member Relations Manager is getting to personally connect with people and their businesses in the Tulsa community. As a person who's new to Tulsa and Oklahoma, my members are not only Chamber family but are also helping me write my Tulsa story."



Britain Drennan

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"One of my favorite things about working with members is getting to know each company's struggles and wins and helping them engage in our programs that help their company prosper. I also enjoy helping my members see the value in being a part of the Tulsa Chamber. It's a win-win experience!"

THE UNDER-UTILIZED WORKFORCE

With Oklahoma's current unemployment rate near 4%, employers face challenges finding the talent needed to grow their businesses. Since 2010, goods-producing jobs grew as rapidly or more so than service-producing jobs for the first time in decades, even though recruiting efforts remained largely focused on white-collar workers.

This dramatic shift has created new realities that require new strategies. Employers working to meet customer demands must adapt their recruitment and retention efforts to meet the expectations of an increasingly empowered workforce. Those who fail to do so run the risk of losing a competitive advantage in what is currently the lowest unemployment market in 50 years.

Reaching out to potential employees who are veterans, were previously incarcerated, have a nontraditional education, and are differently abled or later in their careers will offer improved results for companies looking to retain and grow their workforce. To improve staff retention, decrease turnover and increase stability, the Tulsa Area Human Resources Association (TAHRA) encourages employers to increase their recruitment efforts toward these sectors of employees.

TAHRA has served the Tulsa business community and the human resources profession for more than 35 years. TAHRA promotes the professional development of its members by providing trainings, seminars, learning labs and networking events.

Here are five recommendations from TAHRA about how employers benefit from this under-utilized workforce.

1. Offer competitive pay rates

With unemployment reaching new lows and job opportunities rising, it is more important than ever to pay competitively. Sub-market wages can fuel a downward spiral of negative

consequences, including reduced speed in filling open jobs, higher turnover, lower productivity and reduced work quality.

Competitive salaries and wages help attract and retain people who are more reliable and motivated. In turn, this drives a cycle of positive impacts that includes shorter time to fill open jobs, lower turnover, improved efficiency, higher productivity, improved quality and better overall business results.

2. Build a positive work culture

A positive work culture has the greatest impact on reducing turnover and can often be accomplished at minimal cost. Companies can often find ways to improve their culture while avoiding large financial expense, offering strong benefits such as improved attendance, productivity and morale.

By developing and implementing ideas that seek to improve employees' experience at work, a company can help accomplish goals such as staff buy-in and improved morale. The resulting positive ripple effect can be powerful - employees feel heard and valued, which creates a new sense of empowerment to do their jobs.

3. Provide learning opportunities

One of the greatest traits for a worker at any level is the ability to learn, and the good news is that blue-collar workers are eager. However, due to the fact that most blue-collar wages still lag behind the average living wage, most cannot afford to pay for work-based training themselves, underscoring the importance of employer-sponsored training programs.

There is a need to develop training programs, apprenticeships and paid internships to help move more people into new-collar jobs. Providing hands-on, effective learning to teach workers what they need to know can directly improve job performance and increase employee confidence levels.

4. Tap into new talent pools

Attracting people from different segments of the workforce will require a tailored approach to recruiting and retention. Companies can take cues from strategies used by marketing and sales departments to sell products: find pain points and then design products that help prospective customers fix them. The same kind of approach can work with talent, especially underserved populations.

Companies can see forward momentum by gaining a deeper understanding of the motivations and preferences unique to each workforce segment, and then creating and promoting sensible policies that better meet those needs. These segments remain mostly untapped and are not fully exhausted by commercial competitors, thereby offering prime opportunities for recruiting.

5. Tailor recruiting efforts

When targeting specific groups, companies should develop specific strategies for recruitment while taking a fresh and honest look at their existing work culture. Understanding the unique needs, desires and goals of different workforce segments will better position companies to successfully recruit high school graduates, Baby Boomers, female workers, working parents and the underemployed. Many workers who have traditionally been perceived as having fewer choices in the job market are today in higher demand and increasingly scarce. These workers are hungry for skill development, upward mobility and a work culture that treats them with respect.

Organizations that fail to meet these growing expectations will find it increasingly difficult to secure the manpower they need to meet customer demand and maintain stable and productive operations.

**TO LEARN MORE ABOUT
TAHRA AND THE SERVICES IT
PROVIDES, VISIT TAHRA.ORG.**

U.S. REP. KENDRA HORN

“U.S. Representative” isn’t Kendra Horn’s first job in Congress. The freshman congresswoman from Chickasha, who graduated from the University of Tulsa and SMU’s Dedman School of Law, previously worked for U.S. Rep. Brad Carson as press secretary. Her experience on Capitol Hill then led her to the nonprofit Space Foundation, where she managed government affairs, and later communications.

Horn returned to Oklahoma and became the executive director of Sally’s List, a nonpartisan nonprofit that trains and supports women who run for political office at the state and local level. She also founded Women Lead Oklahoma, a nonpartisan nonprofit that encourages women to participate in civic life.

After encouraging so many other women to run for office, Horn did, too. In November 2018, she was elected to represent Oklahoma’s 5th Congressional District – the first Democrat in 44 years to do so.

Why did you decide to run for Congress?

I ran for Congress out of a desire to serve my community, love for my state and belief that we have more that unites us than divides us. Throughout the campaign, I spent time talking to people across the district, listening to their concerns, hopes and fears. As a fifth-generation Oklahoman, one of the core values my parents, grandparents and great-grandparents instilled in me was the Golden Rule, that we should treat others the way we want to be treated. They set an example by living these values every day – showing up for the community, being good neighbors and offering a helping hand for those in need. That is truly the Oklahoma Standard and what I strive to do every day for every single person in Oklahoma’s 5th Congressional District.

Given your background and Tulsa’s connection to NASA Administrator Jim Bridenstine, what out-of-this-world projects should Oklahomans be excited about?

Oklahoma is a space state!

Many people don’t know that aerospace is our second largest employment sector and that we are the only state in the nation to have astronauts in every single phase of our space exploration programs. The U.S. investment in space has fundamentally altered our world and

the way we interact with it, bringing everything from discoveries about our universe, to a better understanding of our own planet, weather prediction, communications and navigation technology, health advances, and more.

As the chairwoman of the Space and Aeronautics Subcommittee, and in my role on the House Armed Services Strategic Forces Subcommittee, it is an important and exciting time for our space programs. Space exemplifies the essence of the human drive to explore, discover and improve our world.

Only two months ago we celebrated the 50th anniversary of the Apollo 11 moon landing. This remarkable accomplishment was the result of a united effort by our entire country to do the impossible. And as we look forward, there are many exciting things on the horizon, from space science and aeronautics to deep space exploration and space tourism. The opportunity for Oklahoma to shape space policy, and for Oklahoma aerospace companies to move us into the future, is almost unlimited.

My vision is for Oklahoma to become even more of a leader in aerospace, but we have to build a pipeline for jobs and workforce development to make that happen. We have to make a concerted effort at every level of education to meet current workforce demands and anticipate new ones. Our business, aerospace,

government and education communities must be on the same page moving forward, and I’m working to build those relationships and bring those communities together.

With my role as the Space and Aeronautics chair, Oklahoma’s 3rd District Congressman Frank Lucas as the ranking member on the full Science, Space and Technology Committee, and with Jim Bridenstine serving as NASA Administrator, Tulsa and Oklahoma’s aerospace industry are very well positioned for bipartisan cooperation and success in expanding the economic impact of the aerospace industry in our state.

One of your career priorities has been to empower women and encourage them to run for office. Why should northeast Oklahoma businesswomen consider public service?

We need your voices, experience and expertise. The evidence is clear in business and in government that diversity in all forms benefits everyone. Our government works better when it reflects our communities. Bringing new and different voices to the table makes us stronger, and it helps us see our blind spots and potential unintended consequences. That’s why I’m passionate about seeing more women serve and lead.

As a state, we elected some great women last year, but we still rank near the bottom in the

nation for women serving in elected office. Women have unique lived experiences, and studies show they are more likely to reach across the aisle to pass legislation and find solutions to some of our most challenging problems. And women in business have many skills, traits and experience that translate directly to public service.

Bringing more women to the table is not about politics. It's about serving your community. Running for and serving in elected office is a great way to do that!

The Chamber's OneVoice Regional Legislative Agenda has several health care priorities. What is your plan to improve the health outcomes of Oklahomans?

Access to quality, affordable health care is a right, not a privilege. It is an economic issue as well as a human issue. The bottom line is that the challenges we face are complex, and the solutions are not simple. However, I am committed to working with everyone to craft sensible, thoughtful solutions. And I am grateful the Chamber is taking a leadership role on this issue. Medicaid expansion is a critical component in lowering the uninsured rate and expanding access to care to those most in need.

I will continue to fight to protect individuals with preexisting conditions from losing access to care, to ensure we don't return to the days of lifetime caps, and that we take action to address the skyrocketing cost of prescription drugs. My focus is on affordability and accountability. A one-size-fits-all approach is simply not practical or affordable. But there are steps we can take to rein in costs and stop bad actors. I am working with my colleagues on both sides of the aisle to increase access to mental health services, to lower the cost of prescription drugs, to hold drug and insurance companies accountable, and to expand transparency in the cost of services.

Businesses, health care professionals and providers, workers, families, educators, elected officials – we all need to be a part of the solution.

**LEARN MORE ABOUT U.S. REP.
KENDRA HORN AT [HORN.HOUSE.GOV](https://horn.house.gov)**



IMPROVING INFRASTRUCTURE

Improve Our Tulsa renewal to be on Nov. 12 ballot

By Jarrel Wade

Improve Our Tulsa is the basic funding package for streets, public safety and infrastructure that area businesses depend on. Tulsa voters will have the opportunity to renew the \$639 million package on Nov. 12.

Voters will see three propositions on the ballot. The package was crafted with two years of public input and planning by Mayor G.T. Bynum and the Tulsa City Council. In August, the Tulsa Regional Chamber's Board of Directors unanimously endorsed the package, and the Chamber will manage the campaign to ensure its passage.

Gordy Guest, Chamber vice chair of community development and CEO of Cyntergy, is the campaign chair.

"This package doesn't have a lot of glitz and glam," Guest says. "It's been called 'nuts and bolts.' That's exactly what it is. This program is predominately street maintenance."

Mayor Bynum says the contents of the package were informed and vetted by Tulsa residents during eight town hall meetings held across the city.

"What we heard over and over and over again in town hall meetings and individual talks with residents is to address our streets and maintenance backlog," says Bynum. "Just last year, we replaced our first fire truck in a decade. What happens when you don't replace equipment is our fire department maintenance bay is full every single day. We need these trucks out on the roads."

The three ballot propositions that make up the full Improve Our Tulsa package maintain the current tax rate. They are a renewal of the 2013 Improve Our Tulsa, which is Tulsa's only funding method for the maintenance of core infrastructure. Capital improvements packages that include both sales

taxes and general obligation (GO) bonds have been a key funding mechanism in Tulsa since the 1980s. Proposition 1 extends 0.45% of the city's current 3.65% sales tax to raise \$193 million for capital improvements. Proposition 2 contains the majority of funding for streets and bridges and authorizes GO bonds for \$427 million. Proposition 3 authorizes 0.05% of existing sales tax for the city's voter-approved Rainy Day Fund.

What does Improve Our Tulsa do for streets?

The \$427 million for streets is more than two-thirds of the entire package. This also includes Americans with Disabilities Act (ADA)-compliant sidewalks, traffic engineering to expedite travel and other transportation-related projects.

Improve Our Tulsa directs \$392 million toward improving road conditions. Recent investments have helped slow Tulsa's decline in overall pavement conditions after decades of neglect, but more investment is needed to continue the momentum.

What does Improve Our Tulsa do for public safety?

For the Tulsa Police Department, Improve Our Tulsa funds a new helicopter, improvements to the system that transmits information to officers in the field, and renovations to the department's headquarters building.

For the Tulsa Fire Department, the package funds new fire engines, ladders and trucks as well as equipment for firefighters. The package will also replace the alert system that notifies firefighters in stations to begin their response. Department officials report the current system is old enough that repair parts are no longer available.

Both public safety unions, the Tulsa Fraternal Order of Police Lodge 93 and International Association of Firefighters Local 176, endorsed the package.

What does Improve Our Tulsa do for parks?

Improve Our Tulsa puts \$30 million to capital improvements across Tulsa Parks. The City of Tulsa manages 135 parks, covering about 8,650 acres across the city. Those parks include two nature centers, six community centers, 57 miles of walking trails, two skate parks, two dog parks and five swimming pools.

A range of projects in the proposal includes adding or renovating outdoor park amenities, facility maintenance and security upgrades. Specific rehabilitation will target Fred Johnson, Ben Hill and Mohawk parks, as well as a large number of tennis courts across the city.

What else is included in the package?

Improve Our Tulsa will fund a \$6 million improvement to the Tulsa Zoo's entrance and parking. It will also fund \$6 million for mechanical, electrical and plumbing work at the city-owned Gilcrease Museum. \$2 million will go to Tulsa's animal shelter for facility improvements, which is part of a larger effort to add staff and increase hours of operation. The package includes \$5 million for bicycle and pedestrian infrastructure, \$5.3 million for transit and Route 66 bus rapid transit implementation, and \$6.5 million for economic development infrastructure.

"From the Chamber's perspective, this funding package is just smart business," says Guest. "We need everyone to join in our endorsement of this package."

IMPROVE OUR TULSA

KEY TAKEAWAYS

- Improve Our Tulsa does not raise taxes. A yes vote maintains the current tax rate.
- Improve Our Tulsa is the city's only funding method for maintaining core infrastructure. It's the basic funding package that repairs streets, builds sidewalks and maintains facilities.
- More than two-thirds of the package goes directly to street repairs, street widening, bridge maintenance and other transportation needs.
- Remember to vote Nov. 12.
- For more information, visit ImproveOurTulsaYes.com.

Proposition 1 = \$427,000,000 for streets and transportation

- \$155,710,000 - Non-arterial street maintenance and rehabilitation
- \$140,090,000 - Arterial street maintenance and rehabilitation
- \$64,000,000 - Street widening
- \$19,200,000 - Central Business District (CBD) streets, alleyways and Arena District

Master Plan implementation

- \$11,100,000 - Citywide ADA Transition Plan implementation
- \$36,900,000 - Transit, bridge rehabilitation, traffic engineering and more

Proposition 2 = \$193,000,000 for capital equipment, city facilities and parks

- \$50,750,000 - Capital equipment, police vehicles and lab equipment
- **\$47,080,000 - City facilities**
 - \$8,000,000 - Parking facilities
 - \$7,000,000 - Citywide public facilities rehabilitation
 - \$6,000,000 - Tulsa Zoo entrance and parking
 - \$6,000,000 - Gilcrease Museum infrastructure
 - \$5,340,000 - Greenwood Cultural Center Facility rehabilitation
 - \$14,740,000 - ADA improvements, Animal Shelter and more
- **\$30,000,000 - Parks and recreation**
 - \$10,125,000 - Park facilities
 - \$5,500,000 - Upgrade, add or renovate outdoor park amenities
 - \$4,800,000 - Tennis court rehabilitation
 - \$9,575,000 - Improvements and rehabilitation to Fred Johnson Park, Swan Lake, Hill Park, Mohawk Park and more
- \$26,000,000 - Tulsa Fire Department
- \$5,670,000 - Tulsa Police Department
- \$6,500,000 - Economic development
- \$9,000,000 - Community development priority projects
- \$18,000,000 - Transit improvements and vehicle replacement

Proposition 3 = \$19,000,000 for Permanent Rainy Day Fund

TULSA REGIONAL TOURISM CELEBRATES SUCCESSFUL YEAR AT ANNUAL MEETING



Tulsa Regional Tourism celebrated completion of another successful year at its annual meeting on Wednesday, September 25, at Tulsa Country Club. Attendees included hoteliers, board members, investors and key stakeholders.

Housed at the Tulsa Regional Chamber, Tulsa Regional Tourism is an umbrella organization that administers VisitTulsa, the city's convention and visitors bureau; the Tulsa Office of Film, Music, Arts & Culture (FMAC), an accredited film commission; and the Tulsa Sports Commission, which markets Tulsa as a destination for amateur sporting events.

Tulsa Regional Tourism assists in the community's bidding for and hosting of signature events such as NCAA men's basketball, the Big 12 Wrestling Championship, USA BMX Grand Nationals, the Arabian Horse Association's U.S. Nationals, and many more.

"Tourism is an essential part of what makes Tulsa a world-class city," said Tulsa Mayor G.T. Bynum. "There are so many reasons to visit our great city – Route 66, Gathering Place and Tulsa's music scene, just to name a few. We're fortunate to have a team of dedicated professionals at Tulsa Regional Tourism who promote these and other attractions to an international audience."

Additional 2018/2019 Tulsa Regional Tourism highlights included the selection of northeast Oklahoma to host IRONMAN, the premier global triathlon, for three years beginning in 2020. In addition, the Tulsa Office of Film, Music, Arts & Culture supported 32 film productions in the Tulsa area, and Tulsa was named the number five best small city by BestCities.org.

Honorees at the annual meeting included Kirk Hays, CEO of Arvest Bank, and Wendy Drummond, owner of Drummond Communications. Hays and Drummond received the Dan Harrison Entrada Award for their leadership and co-chairing of the Momentum fundraising campaign. The Tulsa Inspires Award went to the Gathering Place and was accepted by Gathering Place Trustee Jeff Stava and Gathering Place Executive Director Tony Moore.

Attendees enjoyed keynote addresses from Ryan George, CEO of Simpleview, which - with more than 900 clients worldwide, including Tulsa Regional Tourism - is the leading provider of tourism digital marketing and software. Attendees also heard from Chris Thompson, president and CEO of Brand USA, the destination marketing organization for the United States, dedicated to increasing international visitation and enhancing the image of the USA worldwide.

"In 2018, 9.3 million people visited Tulsa and spent \$1.2 billion in our community, according to an annual study by Tourism Economics," said Ray Hoyt, senior vice president of VisitTulsa, the Tulsa Sports Commission and Tulsa FMAC. "The hard work of our staff, board members, volunteers and investors ensures Tulsa is a top-tier destination for tourists."



217,104

ROOM
NIGHTS
BOOKED
(GOAL WAS 170,000)

431

SALES
LEAD
GENERATED
(GOAL WAS 300)

19

TRAVEL
WRITERS
HOSTED

50

SITE
VISITS
HOSTED

96%

MEETING
PLANNER
SATISFACTION

108

EVENTS
RECRUITED
(NEW BUSINESS)

95

EVENTS
RETAINED
(REPEAT BUSINESS)

**ECONOMIC IMPACT OF
EVENTS BOOKED:**

\$308,251,006

2018/2019 FISCAL YEAR RECAP

DRIVE NEW BUSINESS WITHOUT DRIVING OUT-OF-TOWN.

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 ELLER AND DETRICH



Eller and Detrich is a Tulsa law firm specializing in business transactions and business litigation. They handle a broad scope of legal and business issues for diverse clients ranging from individuals to Fortune 500 companies. We spoke with Phil Eller to learn more about the firm, which celebrates its 40th anniversary this year.

What does it mean to you to have been in business for four decades?

It validates the gut instinct that Don Detrich and I had 40 years ago, that a small to mid-size firm could provide the same quality of legal services as those provided by large law firms. Also, it appeared to us that most lawyers back then were not customer friendly. They were not time sensitive, and they were generally inaccessible to clients. We felt that placing importance on client satisfaction in the areas of accessibility and meeting deadlines was something the clients wanted, which they did. Some lawyers in town thought Don and I were crazy to leave promising careers at prominent law firms after only three years to start a law firm at age 28. Staying in business for 40 years and expanding to 18 attorneys is, I believe, an indication that we did things right. In addition to providing top-notch legal services, our attorneys are heavily invested in the Tulsa community, serving on many civic, charity, advisory and other volunteer boards and committees.

How has your business evolved in the last 40 years?

Like all businesses, information technology has changed the legal landscape, for better and worse. Clients are better versed and more collaborative now than they were in the 70s and early 80s. Without a doubt, the massive expansion of laws, rules and regulations by many orders of magnitude has increased the complexity of

everything we work on. Most transactions during the last 40 years have grown much more complex, as well.

What challenges did you encounter when growing your firm? How did you overcome those challenges?

Our biggest challenge has been finding the right people - both lawyers and support staff. Attracting, training and keeping lawyers who have the right combination of talent, skills and work ethic to perform legal services to our high standards is always a challenge. We've found many lawyers with one or two, but few with all. Finding Kevin Wylie* and Lou Reynolds, and a little later Shanann Passley (all now senior partners), is the best thing that has ever happened to the firm. They are outstanding lawyers and, more importantly, good people. I believe that our next generation of partners - Daniel Cupps, Andy Shank and Heidi Shadid - are well equipped to handle the challenges of the future. Nancy Turney, my legal assistant for more than 40 years now, has also been a large part of our success, along with all of our support staff, which has been remarkably stable.

How long has Eller and Detrich been involved with the Chamber?

The Chamber serves a vital role in the success of the City of Tulsa and the surrounding region, and we have been an active member for 35 years. Kevin Wylie was the first member of the

firm to be involved with the Chamber, primarily with the Small Business Council. I am proud to have served as vice chair of economic development in 2003 and 2004 and as general counsel from 2005 to 2007.

What advice would you give your younger self?

I would tell my younger self to strive for excellence, not perfection. I, like many lawyers, suffer from acute perfectionism. I'm not humble bragging - being a perfectionist is not a good thing. Perfectionism can be destructive. I've put a lot of effort into trying to live the saying, but I'm still not there.

How do you maintain work/life balance?

I'm not really sure what that means. I've tried to be a good lawyer, and at the same time, a good husband, father and friend. My wife Mece and I just celebrated our 47th wedding anniversary. That's an indication either I got the work/life balance thing right or that I married a saint. Probably the latter.

*** Editors Note:**

Kevin Wylie is the father of the Tulsa Regional Chamber's Vice President of Communications Chris Wylie.

NEW MEMBERS

July/August 2019

BOARD OF ADVISORS Silver Level

Southern Glazer's Wine and Spirits of Oklahoma
315 S. 85th E. Ave.
Tulsa, OK 74112
(918) 836-2511
jarboesales.com
Statewide wine, spirits and strong beer wholesale sales.

BOARD OF ADVISORS Bronze Level

Costco
10220 S. Memorial Dr.
Tulsa, OK 74133
(918) 710-2220
costco.com
Membership warehouse club dedicated to bringing members the best possible prices on quality, brand-name merchandise.

CymSTAR LLC
1700 W. Albany St., Ste. 500
Broken Arrow OK 74012
(918) 251-8100
cymstar.com
HUBZone-certified, service-disabled veteran-owned small business (SDVOSB) established in 2003 to design, develop and produce new training systems.

DIVERSE BUSINESS

Hunt, Patton & Brazeal, Inc.
7170 S. Braden Ave., #185
Tulsa, OK 74136
(918) 492-6910
huntpatton.com
Strategic growth consulting, M&A, capital acquisitions, organizational development, change management and executive recruiting.

Oklahoma Aggregates Association
3500 N. Lincoln Blvd.
Oklahoma City, OK 73105
(405) 524-7680
okaa.org
Represents 34 producers of crushed stone, sand, gravel, gypsum, silica sand and other minerals.

The Parent Child Center Of Tulsa
1421 S. Boston Ave.
Tulsa, OK 74119
(918) 599-7999
parentchildcenter.org
Private, nonprofit social service agency for the prevention of child abuse and neglect.

Tulsa Medical Laboratory
2738 E. 51st St., Ste. 290
Tulsa, OK 74105
(918) 712-5571
tulsamedicallab.com
Anatomic pathology company owned and operated by a group of pathologists.

Airflo Cooling Technologies
728 S. Wheeling Ave.
Tulsa, OK 74104
(918) 760-9959
aircooltech.com
Manufacturer of fans, louvers and accessories for the heat exchanger and cooling tower industries.

Ampco Electric, Inc.
3433 W. Cherokee Ave.
Sallisaw, OK 74955
(918) 703-1113
ampcoelectricinc.com
Commercial, industrial and residential new installation and remodels, gas pumps, and generator installation.

Brent W. Laughlin MD PLLC
2000 S. Wheeling, Ste. 700
Tulsa, OK 74104
(918) 986-7979
doclaughlin.com
MDVIP-affiliated medical practice providing personalized health care with a strong focus on wellness and illness prevention.

Cheapest Auto Insurance - 15th Street
2646 E. 15th St.
Tulsa, OK 74104
(918) 744-5145
aautoandhomeinsurance.com
Affordable auto insurance with a variety of coverage options.

Fig Medical Spa
8921 S. Yale Ave.
Tulsa, OK 74137
(918) 932-8810
figtulsa.com
Wide range of medical and aesthetic services in a modern boutique atmosphere.

Genesis Renewal, Inc.
12820 S. Memorial Dr.
Bixby, OK 74008
(918) 921-7020
genesisrenewal.net
Promotes proactive health and wellness, with corporate and athletic program incentives.

Green Acorn LLC
2014 E. 6th St.
Tulsa, OK 74104
(405) 821-3158
greenacornllc.com
Professional mechanical, electrical, plumbing and fire protection consulting and design engineering.

Lime
864 E. Admiral Blvd.
Tulsa, OK 74120
(918) 232-0199
li.me/locations
Aims to reduce dependence on personal automobiles for short distance transportation through the distribution of shared scooters, bikes and transit vehicles.

Muskogee Public Schools
202 W. Broadway
Muskogee, OK 74401
(918) 684-3700
muskogeeeps.org
Public school district.

Oklahoma Press Service
3601 N. Lincoln Blvd.
Oklahoma City, OK 73105
(405) 499-0020
okpress.com
Division of the Oklahoma Press Association, news tracking of print newspapers.

Owasso Public Schools
1501 N. Ash St.
Owasso, OK 74055
(918) 272-5367
owasso.k12.ok.us
Public school district.

Palmer Continuum of Care, Inc.
P.O. Box 580700
Tulsa, OK 74410
(918) 832-7764
palmer-tulsa.org
Substance abuse and addiction treatment for adolescents, women and their families.

Party Pro Rents
P.O. Box 470949
Tulsa, OK 74147
(918) 622-8102
partyprorents.com
Party supply and tent rental.

DIVERSE BUSINESS

Purview Life

9810 E. 42nd St., Ste. 110
 Tulsa, OK 74146
 (918) 935-2020
 purviewlife.com

Aging life care management company with a holistic, client-centered approach to helping older adults or anyone with a mental illness or disability.

DIVERSE BUSINESS**Red Door Three, LLC**

P.O. Box 907
 Andover, KS 67002
 (316) 570-2773

reddoorthree.com
Trade show exhibits and displays - rental, custom kiosks, design and manufacture, install and dismantle, and ship and store.

Stanleys Funeral & Cremation Service

3959 E. 31st St.
 Tulsa, OK 74135
 (918) 743-6271
 stanleysfuneralhome.com
Family-owned funeral home.

Stanfield Roofing, Inc.

8211 E. Regal Pl.
 Tulsa, OK 74133
 (405) 655-2388
 stanfieldroofing.com
Commercial roofing.

Stokely Event Center

10111 E. 45th Pl.
 Tulsa, OK 74146
 (918) 600-4448
 stokelyeventcenter.com
Private event space.

Take Heart Events

1411 E. 20th St.
 Tulsa, OK 74120
 (918) 561-6394
 takeheartevents.com
Creates fun, unique and innovative weddings and social, corporate and nonprofit events.

TARC

2516 E. 71st St., Ste. A
 Tulsa, OK 74136
 (918) 582-8272
 ddadvocacy.net
Network of programs that educate, empower and advocate for Oklahomans with developmental disabilities and their families.

Tulsa ER & Hospital

717 W. 71st St.
 Tulsa, OK 74132
 (918) 517-6300
 tulsaeer.com
Concierge-level emergency care 24 hours a day, 7 days a week.

Tulsa Vein Institute Aesthetics

6901 S. Yorktown Ave., Ste. B
 Tulsa, OK 74136
 (918) 215-2303
 tviaesthetics.com
Premier cosmetic and laser clinic where clients can receive the latest aesthetic and skin care treatments.

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July/August 2019

U.S. Cellular

4700 S. Garnett Rd.
Tulsa, OK 74146
(918) 441-9508
uscellular.com
Cell phones, internet, tablets, home phone, and Internet of Things solutions for consumers and businesses.

Vandenburg Insurance Agency, Inc.

9410 E. 51st St., Ste. E
Tulsa, OK 74145
(918) 973-3460
agents.allstate.com/eric-vandenburg-tulsa-ok.html
Allstate insurance agency.

Zen Leaf Dispensary

504 E. 11th St.
Tulsa, OK 74120
(918) 438-7160
zenleafdispensaries.com
Medical cannabis dispensary.
DIVERSE BUSINESS

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