



11TH ANNUAL

AND THE FINANCIAL STEWARDSHIP AWARD

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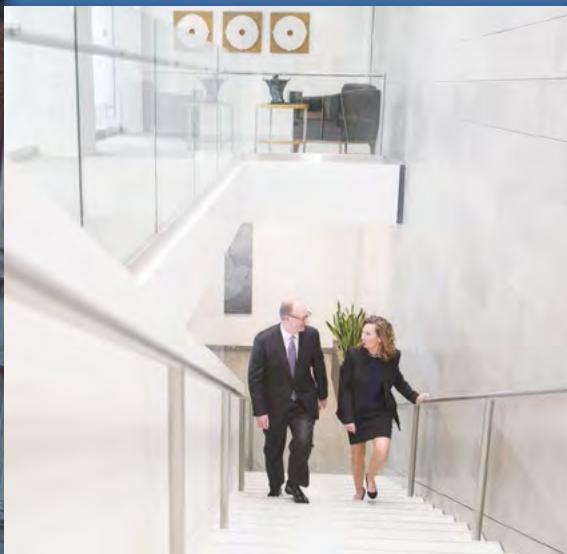



Congratulations to 2020 Most Admired CEOs Honoree Timila S. Rother



An exceptional leader, **Timila S. Rother** fosters a collaborative and results-oriented environment that is valued by employees and clients alike. Her commitment to Crowe & Dunlevy's core values is evidenced by her style of servant leadership.

We commend **Timila** on this worthy honor.




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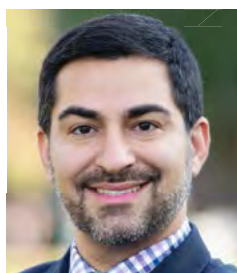
Congratulations to 2020's Most Admired CEOs.

Chain of Distinction

The Chain of Distinction recognizes executives who have been named an Oklahoma's Most Admired CEO honoree three times



Stacy Eads
Stacy Eads LLC
2020



Vahid Farzaneh
Freestyle Creative
2020



Sean Kouplen
Regent Bank
2020



Brad Poarch
Cory's AV
2020

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As a local business partner in the greater metro Oklahoma City and Tulsa business communities, Cox Business is continually investing in the support, engineering and infrastructure needed to deliver reliable technology solutions.

Cox Business offers a complete portfolio of business technology tools, including high-speed Internet, managed telephone solutions, digital television, cloud solutions, managed services, IT security solutions, and comprehensive surveillance and detection services.

As a proven and trusted communications solutions company that serves nearly 400,000 small, regional and enterprise businesses nationally, Cox Business is uniquely positioned to provide customized solutions that bring value,

productivity and efficiency to companies of all sizes. Cox Business offers its customers the strength a high-capacity, nationwide network, along with the responsiveness of a locally-managed team.

In addition, Cox is committed to giving back to the communities it serves. The company's local support impacts thousands of Oklahoma residents annually, with contributions of nearly \$12 million each year in the form of cash and goods and services to more than 200 nonprofit organizations, as well as a robust employee volunteer program. Through Cox Charities, Oklahoma employees have funded more than \$5.3 million locally to support schools, local nonprofits and fellow employees in times of need.



Cigna is a global health service company that helps people improve their health, well-being and peace of mind.

The company traces its roots back more than 200 years, but it became the company it is today in 1982 with the merger of INA Corp. and Connecticut General Corp. In December 2018, Cigna completed its combination with Express Scripts to create one of the world's largest health service companies.

The company maintains sales capability in 30 countries and jurisdictions, and has more than 160 million customer

relationships throughout the world.

With more than 74,000 employees, it serves customers just about everywhere.

Cigna delivers choice, predictability, affordability and quality care through integrated capabilities and connected, personalized solutions that advance whole person health. Its operating subsidiaries offer an integrated suite of health benefits and services, such as medical, dental, behavioral health, pharmacy, vision and supplemental benefits.

PAST HONOREES

Past Honorees - Public Company

2019

Norm Asbjornson
Bill Schonacher
Dana Weber

2018

John Higginbotham

2017

David Hardy
John Higginbotham
Charles Spicer

2016

Steve Hahn
John Higginbotham

2015

Chad Richison

2014

Mark Funke
Brian Sampson

2013

Harold Hamm
Cliff Hudson

2012

Peter Delaney
Lori Santiago

2011

Cathryn Hibbs
John Richels
Randall White

2010

Cathryn Hibbs
Aubrey McClendon
Larry Nichols
Harland Stonecipher
Billy Taylor
Randall White

Past Honorees - Private Company

2019

Byron Bighorse
Liz Brolick
Kyle Brownlee
Paul Campbell
Richard Cook
Joseph Cunningham
Amy Downs
Stacy Eads
Vahid Farzaneh
Landon Hise
David Keith
Daniel Maloney
Brad Poarch
Rod Polston
Krista Roberts
Dan Rotelli

2018

Evan Anderson
Liz Brolick
Jill Castilla
Heath Clinton
Stacy Eads
Lee Evans
Jalal Farzaneh
Vahid Farzaneh
Pageant Ferriabough-
Charlton

Sharon Fletcher
Paula Marshall
Randy Nail
Brad Poarch
Timila Rother
Mark Towler

2017

Greg Arend
Tim Berney
Steve Burris
Wendy Buxton
Jill Castilla
J. Clay Christensen
William "Bill" Croak
Pageant Ferriabough-
Charlton
H.K. Hatcher
Dee Hays

Tom Jensen
Eric Joiner
Sean Kouplen
Jacob Nossaman
Henry "Hank" Ross
Josh Sanders
Hal Smith
Luke Strawn
Mark Towler

2016

John A. "Rocky" Barrett
Jr.
Gary Batton
Sean Bauman
Jill Castilla
Mike Fine
C. Douglas Houston
Nancy Hyde
Behfar Jahanshahi
Todd Lisle
Greg Massey
Jeffrey McDougall
Rick Nagel
Jake Nossaman
Thompson Phillips Jr.
Marcus Robinson
Dan Rotelli
Mark Russell
Mel Smith
Mark Towler
David Woods

2015

Dixie Agostino
Gary Allison
William (Bill) Bartmann
Bruce Benbrook
Todd Brown
Mark Burson
Brian Clemens
Nathaniel Harding
Ted Haynes
Thomas Hill
Ronnie Irani
Mark Kochner
Philip Kurtz
Todd Lisle
Eddie Miller
Jake Nossaman
Katherine Richard
Kelly Tran
Zane Woods

2014

Gary Allison
Bill Bartmann
Tim Berney
Cheryl Cohenour
Steve Corley
Becky Frank
Percy Kirk
Michael Kloiber
Todd Lisle
J.W. Mashburn

Faye Norton
Robert "Bob" Peterson
Shawn Slaton
Syndy Thrash

2013

Gary Allison
Wendy Buxton
Brian Ferrell
Pam Fountain-Wilks
William "Bill" Fournet
William "Bill" Frankfurt
Robert "Bob" Funk
David F. Griffin
H.K. Hatcher
Behfar Jahanshahi
Sean Kouplen
J.W. Mashburn
Matt Peterson

2012

Debbie Anglin
Tim Berney
Patrick M. Boylan
Roy Chappell
Jennifer Fogg
Robert Funk
Dale Hageman
Charles "Russ" Harrison Jr.
Jimmy "Darren" Head
Ross Hill
Behfar Jahanshahi
Michael Kloiber
Paula Marshall
Larry Mocha
Melvin Moran
Charles Neal
Gregory Pyle
Majick RavenHawk
Larry Shropshire
Donald Walker

2011

Rudy Alvarado
Karen Black
Bill Cameron
Brandon Clark
Bryan Collins
Steve Corley
Dave DeLana
Lynn Flinn
Bill Fournet
Robert Funk
Shirley Hammer
Eric Joiner

Michael Kloiber
Thomas Legan
Bert Marshall
Teresa Moisant
Bliss Morris
Roger Stong
Lee Symcox

2010

George Basore
Stephen Benefield
Kelley Brewer
Umi Chahal
Genter Drummond
Garyl Geist

Dale Hageman
David Hill Sr.
Rhonda Hooper
Albert "Kell" Kelly
Thomas Legan
Jeffrey Lytle
Tom Love
George Stephen (Steve)
Mason
Tom Maxwell
Richard Nix
David Stewart
Melinda Stinnett
Renzi Stone

Dianna Bonfiglio
John Fozard
Julie Knutson
Hershel Lamirand
Anne Masters
Sharla Hall Owens
Jan Peery
Paul Sechrist
Robyn Sunday-Allen
Valerie Thompson

2010

Michael Cawley

Ann Felton
Joe Hodges
Lou Kerr
Tom McDaniel
Shannon Rich Nance
Steve Rasmussen
Anne Roberts
Gary Roulet
Paul Sechrist
Robert Spinks
Cathy Stackpole
Robyn Sunday-Allen
Kari Watkins

Past Honorees - Nonprofit

2019

Michael Edmison
Kelly Gray
Calvin Moore
Jane Sutter
Marnie Taylor
Lisa Wells

2018

Lauren Branch
Landon Hise
Melissa McLawhorn Houston
Kathy McCracken
Cathy O'Connor
Paula Porter
Steve Tiger
Terri Woodland

2017

Lauren Branch
Shane Jett
Jim Priest
Steve Rasmussen

2016

Susan Agel
Albert Gray
Lyle Kelsey
W. James "Jim" McCarthy
Roberta Preston

2015

Barbara Chishko
Christy Elkins
Tom Friedemann
Ann Felton Gilliland
Loren Gresham
Daryl Hill
Sandra Lewis
Stacey Ninness
Lisa Noon
Tom Riley

Ann Simank

2014

Ann Ackerman
Susan Agel
Lauren Branch
Carrie Brown
Lou Carmichael
Marci Donaho
Mark Graham
David Keith
Bruce Lawrence
Sandra Lewis
Connie Thrash McGoodwin
Stacey Ninness

2013

Susan Agel
Rodney Bivens
Miki Farris
Mike Fuhr
Mike Grady
Donald Malone
Terry Neese
Stacey Ninness
Stephen Prescott
Lisa Synar

2012

Laurie Applekamp
Albert Gray
Tom Jones
Douglas Major
Fred Morgan
Michael Neal
Janet Peery
Buddy Stone
Robyn Sunday-Allen
Tom Walker

2011

Nancy Anthony

Financial Stewardship Award

Mike Beckwith, 2014
Craig Boelte, 2016
Tony Bostwicks, 2015
Bob Cole, 2015
Doug Evans, 2014
Don Harris, 2013
Lillian Hobbs, 2017
Michael Howard, 2019

Michael Milligan, 2016
Ora Morgan, 2014 & 2017
Jeff Morton, 2016
Gene Roth, 2017
Ken Stephens, 2014 & 2015
Doug Stussi, 2013
Steve Vaughan, 2013
Chris Van Ess, 2018



Honorees 2012-2019

2018

Lauren Branch
Jill Castilla
John Higginbotham
Mark Towler

2017

Tim Berney
Jacob Nossaman

2016

Susan Agel
Behfar Jahanshahi
Todd Lisle

2015

Stacey Ninness

2014

Michael Kloiber

2013

Robert A. Funk

2012

Robyn Sunday-Allen

V. Burns Hargis

Oklahoma State University President

Since assuming his role as president of Oklahoma State University in March 2008, V. Burns Hargis has guided OSU to record enrollment and fundraising, with pledges and cash surpassing the \$1 billion Branding Success campaign goal nearly two years ahead of schedule.

In total, OSU has raised more than \$2 billion in private support and added more than 81,000 new donors during Hargis' time as president. OSU's giving has focused on student scholarships, faculty, facilities and other vital resources and programs.

Hargis is overseeing a construction boom that is transforming the OSU campus to be more competitive in academics and athletics. Most recently, the crescent-shaped business building and McKnight Center for the Performing Arts are new campus icons. The McKnight Center opened in October 2019 with the New York Philharmonic.

He has held several leadership positions related to intercollegiate athletics, serving on NCAA, Football Bowl Championship and Big 12 Conference boards.

Hargis, who holds degrees in accounting from Oklahoma State University and in law from the University of Oklahoma, is the second OSU graduate to lead the university as president. Oliver S. Willham, president from 1952 to 1966, was the other.

Before being named OSU president, Hargis had a long and distinguished legal and business career, with active civic and philanthropic leadership across many fronts. He also is familiar to many Oklahomans as a former co-host of the award-winning TV program Flashpoint.

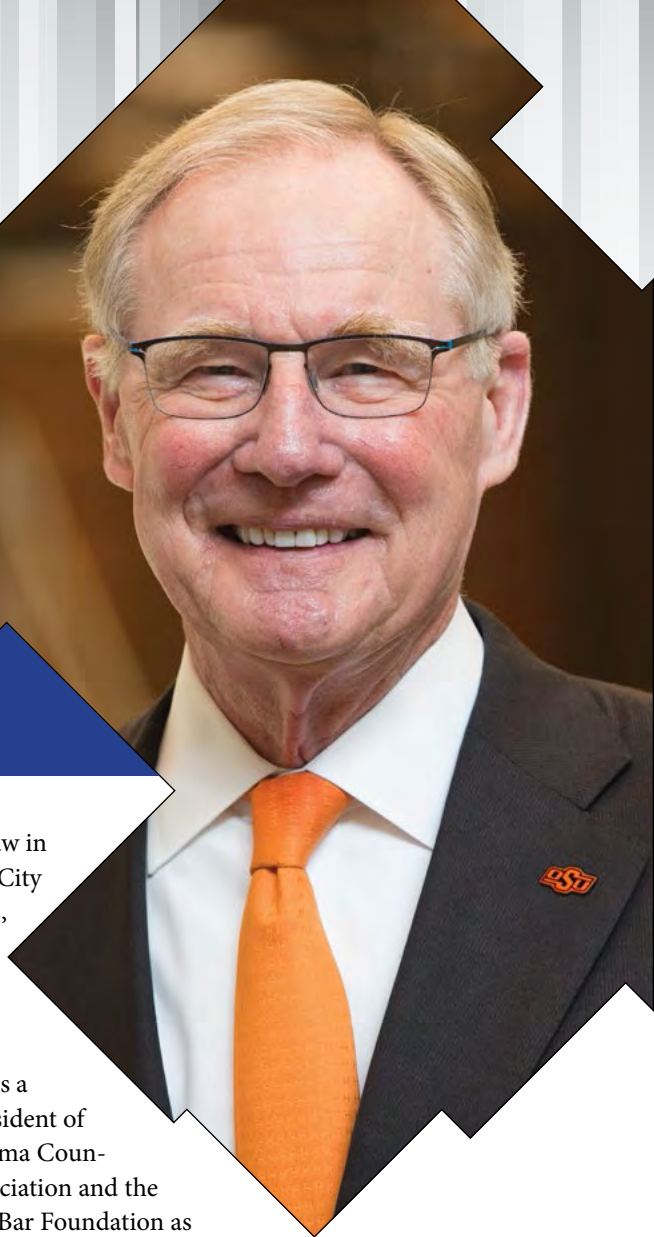
Prior to coming to OSU, he was vice chairman of Bank of Oklahoma. Before joining Bank of Oklahoma in 1997, Hargis

practiced law in Oklahoma City for 28 years, including with the firm of McAfee & Taft. He is a former president of the Oklahoma County Bar Association and the Oklahoma Bar Foundation as well as a Fellow of the American Bar Foundation.

Hargis served as vice chairman of the Oklahoma State Election Board and the Oklahoma Constitutional Revision Commission and served as chairman of the Oklahoma Commission for Human Services. He is a former member of the Commission of the North Central Association of Colleges and Schools. Hargis was a candidate for the Republican nomination for governor of Oklahoma in 1990.

A firm believer in the power of imagination and collaboration, Hargis was the first chair of the Oklahoma Creativity Project. He has served and chaired many boards, including the Oklahoma State University/A&M Board of Regents.

Hargis received the state's highest honor when he was inducted into the Oklahoma Hall of Fame in 2009. Hargis and his wife, Ann, have two children and three grandchildren.



Legacy Award Winner

Leigh B. Goodson

Tulsa Community College

President and CEO

Leigh B. Goodson looks for innovative ideas wherever she can find them. She'll often adapt successful programs at other community colleges for students at Tulsa Community College, where she serves as president and CEO.

But those who work with Goodson said other community colleges have found plenty of ideas at TCC to emulate on their own campuses, thanks to her leadership. Other colleges look to TCC in areas including concurrent enrollment, developmental education, student assessment and professional development.

Roger Ramseyer, vice president and Tulsa market leader for Cox Communications Inc., said TCC was selected as one of 30 institutions nationwide to participate in the inaugural American Association of Community Colleges' Pathways Project, funded by the Bill and Melinda Gates Foundation. He also said Goodson's leadership has led to linked degree partnerships with four-year institutions to offer structure and support for students from their first day at the community college through their completion of a bachelor's degree.

"I regularly get to witness the application of her skills and talents and see the impact she makes," said Ramseyer, who has worked with Goodson in his roles as chairman of the Tulsa Regional Chamber of Commerce, as trustee of the TCC Foundation, through his work with Cox and as a donor. "She is held in very high regard for her expertise in higher education, as well as for her ability to crystalize a vision for excellence and for looking out for the best interests of her 25,000 students, faculty, staff, regents, alumni, donors, employers, and the broader community."

Goodson came to TCC in 2014 from Oklahoma State

University, where she was vice president for research and institutional advancement.

Upon arriving in Tulsa, she had a vision for student success and implemented strategies to boost it by fostering strong collaboration with others and good communication. Since she joined TCC, three-year graduation rates have increased by 3.5%, and the college has seen a 20.9% rise in the number of annual degrees and certificates awarded.

She led the completion of a successful \$20 million capital campaign and has established student success centers – one-stop shops for college-related questions related to enrollment, financial aid, career resources and more.

"An Oklahoma native, President Goodson is an influential advocate of higher education and community service," said Kari Shults, interim vice president for advancement and president of the TCC Foundation. "(Goodson's) focus has been and continues to be fixed directly on students and helping them succeed."

She and her husband, Mark, have two children – Luke, 22, and Shea, 18.



Jennifer Lickteig

TBS Factoring Family of Companies
President and CEO

Jennifer Lickteig first came to the TBS Factoring Family of Companies in the spring of 2015 as a management consultant to help address a host of challenges that many well-established companies experience.

At the time, TBS was profitable but not progressive. The people were proficient but not revolutionary. Client growth was steady but not sustainable. Processes were behind the times and nothing was scalable. Lickteig joined TBS as president in 2016 and went to work building people first.

Lickteig is passionate about teaching and supporting self-awareness for her teams, which she said she feels helps connect people to their unique potential. She went on to create accountability tools, place employees in new positions, and develop a formal leadership team. She brought a vision for technology that rivals more traditional tech companies, resulting in a host of business product launches and more on the horizon.

Lickteig often describes TBS as a 52-year-old startup and remains committed to overhauling core business platforms and operating systems with an eye for scalability. Lickteig creates a unique workplace culture at TBS and implemented creative and engaging ideas that helped employees connect on deeper levels with one another.

Lickteig may have a strong strategic vision for the company, but her unique sense of humor and communication style resonate with employees. She once “gangster rapped” the strategic plan to a standing ovation from the team. She regularly hosts

tailgates in the company parking lot and recently with COVID-19, she created a “live show” featuring herself dressed as different characters, highlighting business news and successes for the 215 “satellite offices” the company created when sending the teams to work from home.

“Jenn stands out from other CEOs because she creates an atmosphere of optimism and security, and she knows how to inspire a diverse team to greatness,” said Monica Ybarra, corporate counsel for TBS. “She is so relatable and approachable, a refreshing departure from the corporate CEO type. She is a consensus builder first, but Jenn also accepts the ultimate responsibility, freeing her team to be the best.”

Lickteig never attended college but said she is very proud of her four adult daughters, each of whom is a college graduate without student debt, which Lickteig achieved as a single mom. In her spare time, she and her husband, Charlie, enjoy traveling, cooking and reading.

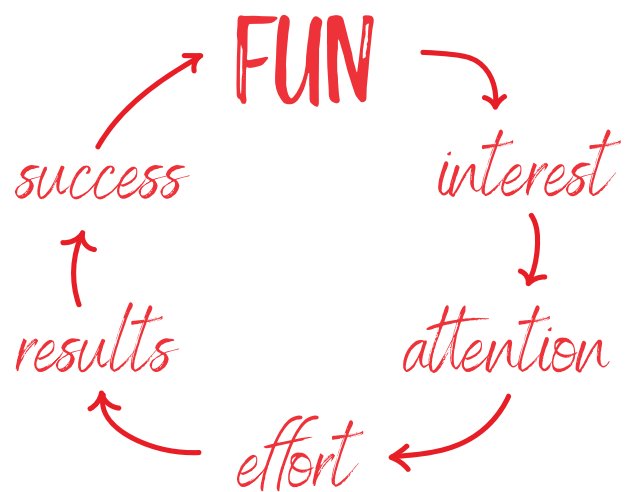


Jennifer
Lickteig

PUTTING THE FUN IN BUSINESS FUNDAMENTALS

“Greatness is possible when leaders like Jennifer Lickteig show us the value of a workplace where culture isn't just words in a sentence – it's action. Thank you Jenn for being the ultimate example in walking the walk – and teaching us the value of disrupting the norm. We love getting to work with you!”

-Your TBS Family



**Congratulations Jennifer Lickteig on being
one of Oklahoma's Most Admired CEO's!**

WhereMondaysDontSuck.com

TBS

Matthew Williamson

Clevyr
CEO

Matt Williamson started Clevyr out of a desire to run a business differently than what he had experienced in the past. He wanted to create a place founded on servant leadership, encouragement and ownership.

Williamson began his career on the internet in 1995 when he was hired as the first employee of one of the nation's first internet service providers. Since then he has managed teams of developers and product managers in industries such as journalism, insurance, financial technology, and even at the nation's largest martial arts supplier.

At Clevyr, his leadership style takes the approach of a friend more so than a boss. His approach is "if I'm not willing to do it – I shouldn't ask others to."

On any given day, employees find Williamson taking out the trash or cleaning the parking lot. In addition, he gives his team ownership of Clevyr, allowing them to make decisions and trusting they will make a decision that's best for the company.

Williamson pushes his team to learn, grow and embrace the newest technologies.

"Some employers are afraid to try new things since the company may not be immediately proficient in those technologies," said Kelli Matthews, Clevyr account executive. "His desire was for our company to stay on the cutting edge, fully knowing that we have the potential to learn and get better at anything – and it's that sort of mentality and attitude that really sets the motivational standard that we maintain at Clevyr."

His technological savvy and devotion to making the best software have led Clevyr to success in many fields.

"He is the leader that every tech company needs. He has led a team that made and continues to make insurmountable growth since the birth of the company over 10 years ago," said Bryan Clifton, founder and CEO of Myriad Insight. "He leads with a servant's heart. He will go the extra mile to help team members, clients, and friends in any way he can. Not only does he strive to make things easier for those around him, but he also does so with a loving spirit and an amusing, never-boring disposition. In the world of technology, this is rarer than I wish it was. Matt constantly encourages all of his employees to embrace their quirks, constructing an environment where diversity is seen only as an asset."

Williamson and his wife, Angel, have four children – Connor, MacKenzie, MacKayla, and MacKenna.





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Sean Kouplen, Chairman & CEO
Regent Bank



Leigh B. Goodson, President & CEO
Tulsa Community College



Congratulations to Regent Bank's Sean Kouplen and Tulsa Community College's Leigh B. Goodson for being recognized among the Most Admired CEOs in Oklahoma!

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JONESPR CONGRATULATES

**BRENDA JONES
BARWICK, APR**

AND ALL THE DESERVING CEOs

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Brenda Jones Barwick

Jones PR

President and CEO

Brenda Jones Barwick is no stranger to navigating the highest level of strategic communications.

A former presidential adviser and European diplomat as well as a public relations executive and business owner, Barwick has spent her 35-year career providing communications expertise at the highest levels in Washington, D.C., several *Fortune* 500 companies and national associations.

Barwick brought her talent back to Oklahoma City and founded Jones PR in 2001. Now one of the leading integrated communications agencies with global partners through PROI Worldwide, Jones PR was ranked the 109th largest public relations agency in 2018 by *PRWeek*.

“My leadership style is to develop leaders in the community and the public relations industry. Leading by example, each employee is expected to be involved in a nonprofit that aligns with their passion and to serve on a committee and/or leadership role with the nonprofit and/or a professional organization,” Barwick said.

“My vision for Jones PR is that every employee is a leader,” she said. “By being a financially secure company, Jones PR has successfully ridden every economic downturn. I’m very proud that we have never had to lay off an employee. In fact, I tell the team to not worry in economic downturns because we run a tight ship that allows the company to financially sustain the busts.”

In 2015, the Association for Women in Communications presented her with its National Headliner Award. In March, the national women business magazine *Enterprising Women* will

present its Enterprising Women of the Year Award to Barwick for the \$4 million to \$5 million in annual sales category.

“The recipients of the 2020 Enterprising Women of the Year Awards represent an amazing group of women entrepreneurs from across the United States and as far away as Japan, India, Turkey, Kenya and the UAE,” said Monica Smiley, publisher and CEO of *Enterprising Women*.

Innovation also drives Barwick’s philosophy as a CEO.

“A specific innovation by Jones PR using technology is The Oklahoma 100, an online content publishing platform. This bi-weekly publication has three channels: e-newsletter, website and social media. We share 15 intriguing Oklahoma stories every other Thursday in 100 words or 100-second videos,” said Barwick. “It began with 15,000 subscribers and has quickly grown to 70,000 subscribers. Our philosophy for The Oklahoma 100 is it’s a gift to the community.”

She is married to James Barwick and has two stepdaughters, Hilary Jamieson and Jamee Barwick.



Private Company

Derek Blackshare

Blackshare Environmental Solutions
Chief Executive Officer and President

As CEO and president of Blackshare Environmental Solutions, Derek Blackshare challenges himself daily to find innovative ways to tackle scheduling and marketing, creative ways to meet financial needs, or angles in expert testimony cases that sway a judge and jury.

Four years ago, that thinking helped the company survive the economic downturn in the oil and gas industry.

“At the time, the bulk of our revenue stemmed from mid-stream oil and gas companies/projects that can ebb and flow drastically,” Blackshare said. “As a result, I began to look at areas and projects where we could diversify our portfolio, specifically areas that we already served, but were not actively targeting. I challenged myself, and my team, to look at projects with rapid growth and saw an opportunity to target the mining industry, which was experiencing a resurgence in Oklahoma as a result of frac sand plants.”

While historically, Blackshare Environmental Solutions always served the mining sector, the Tulsa-based company developed a strategy that targeted permitting and compliance projects for the new plants being established throughout the state and Blackshare ended up permitting two of the three plants that were built.

“I believe in a culture of trust. One where employees are given the latitude to grow – both personally and professionally – and to advance if they desire,” he said. “As a manager, I believe it is important to hire people that you trust, provide the training and mentoring they need, and then allow them the freedom to do their job.”

Blaine Berlin, senior health, safety, and environment coor-

dinator for Fairway Resources, said he has great respect for Blackshare as a leader.

“Whether it’s digging into EPA regulations or meeting us on-site to visit with the Oklahoma Corporation Commission to inspect a large saltwater spill, he always makes us feel like we are his No. 1 priority,” Berlin said. “And without hesitation he steps up to the plate and goes to bat for you.”

Employees also find Blackshare to be a dedicated and diligent leader.

“He is very much involved in all aspects of the business and has very strong ideas and goals for his company, but he is also open to others’ suggestions to improve certain processes,” said Sandra L. Wylie, chief operating officer for Blackshare Environmental Solutions. “Under Derek’s unwavering leadership, we have built and maintained a stable and successful company with employees who are treated with respect, heard and given opportunities.”

Blackshare, who is engaged to be married this fall to Sherri Anne Foster, has two children – Christopher, 28, and Kyla, 25.



Kyle Brownlee

Wymer Brownlee

CEO

When Kyle Brownlee joined Wymer Brownlee Wealth Strategies in 1999, it was his idea to evolve the then-tax and accounting shop to include investment management.

Offering holistic financial planning to clients allows them to make more strategic financial decisions. The addition of these services has resulted in major growth in revenue and net income during Brownlee's tenure.

In 2019, the firm celebrated its 50th year in business, and Brownlee took the anniversary as a chance to honor the late founder and Brownlee's mentor, Deane Wymer. He addressed those in attendance and spoke about how he will continue to grow the company and pass on Wymer's ability to help Oklahoma families.

The plan for growth is evident in the opening of two additional offices in Ponca City and Perry, bringing the number of locations across the state of Oklahoma to seven.

Brownlee is also ranked as one of the highest-producing advisers for the firm's broker dealer, Avantax Wealth Management, which is a resource for thousands of advisers across the country. Avantax continually uses his expertise as a model for training other firms.

"I have worked under Kyle's leadership as an employee and member of his firm's management team for approximately two years," said Christine Golden, director of marketing.

"I've been impressed by how he calmly, collaboratively and humbly welcomes the input of those around him and by the

loyalty, commitment and gratitude he receives from his team in return. They could work almost anywhere, but they've chosen to share their gifts with Wymer Brownlee Wealth Strategies, largely due to Kyle's vision and leadership."

Brownlee continues to find ways to share knowledge and expertise with not only clients but also the community. Last fall, Wymer Brownlee held its inaugural family leadership summit – a one-day workshop for whole-family health and wealth. Brownlee brought in the president of the Love & Logic Institute as well as other speakers to help those in attendance define core values and provided tools needed to shape decisions – financial or otherwise.

Brownlee received such positive feedback that the company is hosting its second Family Leadership Summit with *New York Times* best-selling author Bob Goff on Aug. 29.

Brownlee and his wife, Marissa, have four boys: Wren, Jace and Alex Brownlee, and Liam Fontanet.



Private Company

**LEADERSHIP OKLAHOMA CONGRATULATES
THE JOURNAL RECORD'S MOST ADMIRED
CEOS AND CFOS FOR 2020 & SALUTES
LEADERSHIP OKLAHOMA MEMBERS**



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BLACKSHARE**
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Richard K. Cook

Claims Management Resources
President and CEO

Many people attribute Richard Cook's success as CEO of Claims Management Resources to a mindset of forward-thinking and strategic growth that helps him manage the business efficiently and recognize what customers need.

Long before "process development" became an industry best practice, Cook knew that CMR needed to make that part of the company's culture. Early on, he proposed that employees earn commissions and receive bonuses based on revenue sharing, both which are key components of CMR's culture today. Cook also implemented standard billing and the insurance practice known as First Notice of Loss into many of the processes of CMR clients, and because of those two practices, CMR has seen increases in recovery efforts.

"Our customers view Richard as a trusted expert in his field and frequently seek his counsel and perspective," said John M. "Chip" Fudge, CMR's chairman. "Under his leadership our companies have revolutionized arbitration in the damage claim industry, his leadership over automating our intranet for a national repository of damage claim cases and statutory law has given our firm a competitive advantage not known in our industry. Richard has the belief, and has instilled this belief in his team, that continuous process improvement is critical to maintaining and growing our market share."

Those who know Cook, who worked his way up in the company from an entry-level position, have said he leads and supports his team without micromanaging and that he communicates and encourages so that employees know the role they play in the company's success. He is loyal to his team and

passionate about the benefits the company provides internally and to its clients.

Cook has a bachelor's degree in petroleum marketing and finance and continued his education at the Kellogg School of Business and Harvard Business School.

He has been a member of Leadership Oklahoma City, the Young Presidents' Organization in Oklahoma City and The Children's Center Rehabilitation Hospital board.

Jeff Woolsey, Scout Executive/CEO, Last Frontier Council of the Boy Scouts of America, said Cook is involved in Scouting as a volunteer and donor. Cook was chairman of the Scouts' Sporting Clays Classic for two years – and helped them raise the highest gross revenue ever for that event and bring in more than 30 new sponsors.

"Richard recently joined our executive board and has committed to assisting with any tasks he can," Woolsey said. "Richard is a sincere, friendly, trustworthy business and community leader. "He gives generously of his time, talent and resources to make Oklahoma City a better place for all."



Private Company

Amy Downs

Allegiance Credit Union

President and CEO

Allegiance Credit Union faced a difficult challenge in 2017, and when Amy Downs stepped into the CEO role in January 2018, that challenge became hers to solve.

Downs' leadership philosophy of servant leadership and open-book management meant she was transparent about the financial difficulties the credit union faced and explained in monthly all-staff meetings what decisions were being made and the rationale behind them.

Downs, who has been with the credit union for more than three decades, explained to every employee what the overall strategic plan was in a way that allowed each team to understand how they could affect the success of the credit union.

Instead of accepting the limitation of being a small financial institution, Downs now celebrates the fact that Allegiance Credit Union's smaller size means being more agile than larger financial institutions. The credit union is able to move and adapt more quickly than many of the competitors.

Her initial transparency has led to innovation as well. She has removed the organization silos, which means executives operate more cross-functionally and collaboratively and, in turn, leads to innovation companywide.

"When it comes to being forward-thinking, I'm not sure there's a better example that speaks to this than her introduction of our #BankWithPride initiative this past year," said Christin Vaughn, director of digital marketing at Allegiance.

"Allegiance Credit Union strives to be an inclusive organization for both our employees and our members. If someone mentions the #BankWithPride hashtag upon opening an

account or loan, we will make a donation to a local charity making a difference in the LGBTQ+ community. This is the type of leadership my fellow colleagues in Gen Y & Z are looking for."

Outside of work, Downs uses her leadership abilities through her involvement with organizations like the American Heart Association and Oklahoma City National Memorial and Museum, as well as Invest in Girls.

"As someone that looks up to Amy as a positive female role model, I am personally inspired by her involvement with Invest in Girls, an organization that looks to provide financial literacy to young girls through a partnership with the Oklahoma Council for Economic Education," said Vaughn.

She also is chairperson of the newly formed Oklahoma City Sister Society, a chapter of the Global Women's Leadership Network.

Downs and her husband, Terry Head, have two sons, Aaron and Austin.



Stacy Eads

Stacy Eads LLC Consulting
CEO



Stacy Eads has spent her career at a fast pace, while taking the time to help others.

After 21 years as a woman in technology, she became an entrepreneur in March 2019 when she started Stacy Eads LLC for strategic planning, business coaching and CEO consulting.

In nine months, she had already worked with 16 clients from Oklahoma, Kansas, Missouri and Canada. She also completed her master's degree in business development training in six months, a program that typically takes 18 months to complete.

Shortly after starting her own consulting firm, she was accepted as one of Scaling Up's 150 internationally certified coaches. Because she achieved this certification so quickly, she was honored on stage at a Scaling Up Summit, which led to peer coaches from Australia and Hong Kong contacting her for guidance for their own coaching practices. She now volunteers as a mentor in a peer group for U.S. coaches, as well as volunteering with the Philadelphia Entrepreneurs Organization as a coach.

Her volunteerism goes beyond coaching. Eads is presently a ResearchHERS Ambassador for the American Cancer Society and serves on the Better Business Bureau of Central Oklahoma's board. She's also past ambassador chairwoman for the Greater Oklahoma City Chamber.

Tim Priebe, owner of T&S Online Marketing, has known Eads for more than a decade and said he had seen firsthand her leadership skills, willingness to give back to the community and her heart for helping others learn.

"She's blown away industry standards in building up her book of business quicker than anyone expected," Priebe said. "For her, I know that's important because it allows her the opportunity to help others more than anything else."

Lobdock Inc. CEO Susan Lobsinger hired Eads as a business coach and said, "I couldn't push 'buy now' quick enough because I knew that if Stacy Eads was facilitating our meetings, she would inspire intelligent discussions and motivate super-efficient action items for my team. Boy was I right! I don't think there is a better coach out there."

Lobsinger said there is no mistaking the value Eads brings to her interactions.

"Stacy makes planning meetings a breeze. She does all the heavy lifting and is able to inspire all the right conversations. I now spend a quarter of the time I used to on managing our different departments because of her. These meetings align our entire team to head in the same direction, while giving me quick and easy check-in points. And my staff is so much happier with the structure."

Private Company

Vahid Farzaneh

Freestyle Creative

Founder/CEO

Vahid Farzaneh comes from a family of entrepreneurs. His father immigrated to the United States from Iran in the 1970s and founded Home Creations. After working in the family business for several years, Farzaneh decided to step out and create a new business outside of the home construction industry.

“My grandpa always taught me to follow your passion, but don’t forget the important things in life like family, friends and helping the community,” said Farzaneh.

After graduating with a bachelor’s degree in film and media studies from the University of Oklahoma, Farzaneh founded Freestyle Creative in 2007 and has served as the company’s CEO since inception. He leads 10 full-time employees and several contract staff members, interns and advisory board members. Originally started as a film production company, Freestyle Creative has transitioned into a full-service marketing agency with future expansion, capabilities and services planned.

Farzaneh is a visionary who strives to stay ahead of industry trends and marketing technology while maintaining a full range of offerings for clients.

“I got very lucky to have a boss that seeks out learning opportunities, leadership development, and career growth for each of his employees – as many CEOs do not do this to the level that Vahid has,” said Kelley Gann, president of Freestyle Creative. “Vahid believes in maintaining a lean company and a participative management style. As a result, he fosters a team environment that focuses on creative solutions, the highest quality of work for Freestyle’s clients and an excellent organiza-

tional culture – all of which comes from encouraging professional excellence through an engaged and focused workforce.”

A strong sense of community and the desire to give back have guided Farzaneh to support many startups as an adviser and investor. He has a passion for arts and culture, producing more than 30 films made in Oklahoma and investing in many award-winning independent films.

Farzaneh also serves in advisory and leadership positions with many nonprofit groups.

“He has also encouraged our team to get involved, volunteer and contribute our talents to making a positive impact in our community,” said Gann, who has worked with the company for five years. “We know that volunteering and dedicating our time and energy to causes we believe in as a company greatly benefits our community as a whole.”

In addition, he is a major stockholder, partner and board member of Home Creations.

Farzaneh and his wife, Sarah, have two children.



Private Company

Dee Hays

Excellence Engineering LLC

CEO

Since founding Excellence Engineering in 2001, Dee Hays has steered the company through times of growth as well as tough economic times involving the ups and downs of the oil and gas industry.

Excellence Engineering, known also as EEI, has provided northeast Oklahoma with above-average, high-paying jobs for engineering and technical professionals, said EEI's Gary White.

The Tulsa-based company has grown to 35 employees since Hays started it.

Hays' strategic goals for the company involve operating with lean margins and limiting debt and general and administrative costs while keeping the focus on providing quality service to clients.

"Dee, while being an immensely talented electrical engineer, has demonstrated an ability to fulfill hers and EEI's mission of growth and stability by experiencing a high level of industry recognition as a preferred provider of engineering and project management services," White said. "Her individual business abilities and focus are unquestionably the prime drivers of EEI's multiyear growth, while the oil and gas industry has experienced its typical cycles."

To those who know her, Hays' dedication comes through in her determination, hard work, belief in her staff, listening skills and attentiveness to detail, to her team and to her clients.

"Dee is clearly an outstanding professional, mentor, and colleague and I believe she is viewed first as an outstanding leader. She is and has been a leader of those of us in the profession and a leader for the profession itself. She shows dedication to (providing) remarkable service to her clients," said Jamie Kirkpatrick, vice president of operations for Excellence Engineering.

Hays is a member of the Women Presidents' Organization, Women's Business Council-Southwest, Society of Women Engineers as well as the National Society of Professional Engineers and Oklahoma Society of Professional Engineers. She's also active with the International Women's Forum, National Council of Examiners for Engineering and Surveying, Society of American Military Engineers, Tulsa Regional STEM Alliance Advisory board, Go Red for Women for the Oklahoma Heart Association and the Oklahoma Commission for the Status of Women. In addition, she is a former chairman for the Sac and Fox Economic Development Holding Co. board and recently was appointed to the Oklahoma Governor's Council on Workforce and Economic Development and the advisory board for Kansas State University's College of Engineering.

"She leads by being among the finest examples of a true professional in all she does," Kirkpatrick said. "She has served as an extraordinary role model to senior professionals, as well as an inspiration to development staff at the beginning of their careers."



Private Company

Lindsay Jordan

Write On Fundraising

Founder and CEO

When Lindsay Jordan founded Write On Fundraising in 2018, she knew it wasn't enough to simply create new points of entry and access to fundraising for small and medium-sized nonprofits. To create truly sustainable fundraising systems within nonprofits, she needed to both develop the capacity for clients to hire talented fundraisers and emulate within her business's own culture the sustainable development practices that clients would need to implement to stop the churn.

The average length of employment for a nonprofit fundraiser is just 18 months, according to a recent *Chronicle of Philanthropy* study. A quarter of talented fundraisers leave the field entirely every year and 40% of nonprofit CEOs are actively planning their exit within the next two years.

The loss of institutional knowledge, donor relationships, sustained funding, and team cohesion directly affects the number of clients nonprofits are able to serve, the level of quality they are able to provide, and, ultimately, the quality of life for all Oklahomans.

At Write on Fundraising, the company culture tackles the seven main reasons good fundraisers leave and passes these values directly to nonprofit clients through the services it offers.

"Today, our team of 11 serves an international client list of more than 25 incredible organizations. To date, we have raised or are currently working on more than \$85 million in campaign funds," Jordan said.

The Tulsa-based company recently expanded into the Oklahoma City market and is planning to launch its next

market expansion in northwest Arkansas this fall with plans for a physical footprint in 12 markets throughout the Midwest in the next five years.

"The first nonprofits served by Write On Fundraising now have the resources in place to increase staff size, start their own development teams, and increase their level of impact in ways thought unimaginable a year ago," said Jonathan Weber-Mendez, senior grants manager for Write On Fundraising.

"(Jordan's) vision to help nonprofit startups became PhilanthrOK – a free nonprofit management course, specifically designed to get nonprofit ideas off the ground – and has now become an integral part of Oklahoma's nonprofit ecosystem," Weber-Mendez said. "All of this because one person had the vision to see the nonprofit sector differently and the courage to change it."

Jordan and her husband, Aaron, have two children: Oliver, 6, and Leo, 3. Her family resides in Tulsa and frequently travels to her hometown of Poteau to visit family.



Private Company

Sean Kouplen

Regent Bank

Chairman and CEO

Sean Kouplen has a passion for helping businesses succeed. He does that through his job as chairman and CEO of Regent Bank as well as his voluntary role as Oklahoma's secretary of commerce and workforce development.

In April 2008, Sean Kouplen brought together a group of 80 investors to purchase a struggling 110-year-old community bank in Nowata. Since then, Regent Bank has expanded to Tulsa; Oklahoma City; Bartlesville; and Springfield, Missouri; and its assets have grown from \$72 million to \$800 million.

"Sean works hard to ensure the organization stays on top of the latest innovations in the banking industry, implementing new products and programs, including becoming an SBA preferred lender, which allows the bank to close loans faster so the client can focus more on their business instead of the paperwork that is so time consuming," said Shelley Murray, investor relations at Regent Bank.

Murray said Kouplen's leadership style combines caring, empowerment and accountability.

"He has very high expectations of all of us, but we all know how much he cares about us and he gives us the autonomy to do our jobs," he said. "He meets with every new employee after 90 days here to ask them what we can do better and if we are living our core values."

Kouplen has written three best-selling books, including *Twelve Life Lessons Every Graduate Should Know*, targeted for high school and college graduates; *The Priority Promise*, a life management book for leaders; and his most recent, *The Abundance Mentality*, an Amazon.com best-seller, which discusses the importance of giving into relationships. He also leads a daily

devotional with a large national audience.

Kouplen said he is really enjoying his role as Oklahoma secretary of commerce and workforce development, where he oversees 36 state agencies and commissions.

"I have learned so much in the last 18 months and have a great appreciation for our state's public servants. It is truly an honor to serve our state, particularly during this challenging time," he said.

Kouplen is also a co-founder of Bixby Outreach Center and Southpoint Church, where he serves as an elder. In addition, he serves on the board for Hillcrest South Hospital and Hospitality House and is a trustee of the Tulsa Community College Foundation and a member of the OSU Foundation Board of Governors. He is a member of the Oklahoma Bankers Association and Young Presidents' Organization.

Kouplen recently earned his black belt in taekwondo. He and his wife, Angela, have three children, Emory, Kennedy and Finley.



Private Company

Susan Lobsinger

Lobdock Inc.

President and CEO

From all her business experiences – good and bad – Susan Lobsinger has used the lessons she learned and turned her work into something better. Today, she leads a business that she founded in 2010 as a franchise; now, thanks to her determination, it is privately owned and independent and has 12 employees and nearly \$3.3 million in revenues.

Lobsinger is president and CEO of Lobdock Inc., an Oklahoma City-based company that helps companies with their drug and alcohol testing programs. Her husband, Steve Lobsinger, is chief financial officer.

Lobsinger began her career after college as a management trainee for Enterprise Rent-a-Car in Tulsa, working her way up to area rental manager. She notes that at Enterprise she learned to run a business, but she didn't learn how to navigate corporate culture very well, and she was fired. She admits that the straightforwardness that has led to her success also has gotten her into trouble in a company like Enterprise.

Her employees speak fondly of Lobsinger's honesty, humility, kindness, passion and her ability to motivate and mentor employees as well as her openness in learning from her mistakes. She also supports employees who want to attend continuing education events and often helps them with college expenses.

"Susan Lobsinger is consistently growing, learning, changing and challenging herself and the employees at this company," said Lobdock's Sarahi Wilson. "She has the rare ability to see a problem and provide multiple ideas and perspectives that

solve issues in an instant."

After her time at Enterprise ended, Susan Lobsinger and her husband moved back to Oklahoma to be near extended family, and she began researching the kind of business she wanted to start. She found her answer in franchising and launched her USA Mobile Drug Testing franchise from her home when she was four months pregnant with her youngest child. Along the way she met marketing guru Joe Polish and bought his CD program. She found his strategies so effective as she began landing clients and growing her business that she attended his conference, met him in person, signed up for his yearly marketing program and won a national contest that resulted in a trip and exposure to more entrepreneurs – and more mentors.

The Lobsingers eventually left their drug testing franchise and launched Lobdock on its own. The company still does on-site drug and alcohol testing but has grown to include other services for clients.

The Lobsingers, have two children, Georgia, 11, and Mason, 9.

Private Company

Donna Miller

Purse Power Inc.

Co-founder and CEO

Donna Miller is a former human resource executive and executive coach who has spent much of her career advocating for women in the workplace and finding ways to help them succeed.

Miller co-founded the Women in Leadership Conference at Oklahoma City University and is a former chapter chair of the Oklahoma Women Presidents' Organization. Miller also brought 2020 Women on Boards to Oklahoma and served on the board of the Oklahoma City YWCA from 2012 to 2018.

She and her sisters co-founded Purse Power Inc., an Oklahoma-based company that is working to create a safe and equal world for women and girls by inspiring shoppers to support women in business when making their buying decisions. The sisters are grateful to have been joined by board chair, Tatiana Bonnefoi, global supply manager for Apple, and over 30 investors, many of whom are leading women in Oklahoma.

Purse Power's platform enables businesses and consumers to use their massive purchasing power to drive positive change. By helping shoppers find and buy from companies that actively support women and by striving to create a funding stream to reduce domestic violence, Purse Power is poised to shatter glass ceilings and change lives.

Purse Power now includes a national directory of more than 750,000 women-owned and women-led businesses, a Google Chrome extension that allows shoppers to find and buy from these businesses online and mobile applications that help people find these businesses when they are physically nearby.

"Rather than encouraging buyers to boycott companies, Purse Power educates and mobilizes consumers to reward companies that are doing the right thing," said YWCA CEO Janet L. Peery. "(Miller) is one of those rare people who sees an unmet need, and then, in the very nicest way possible, enlists other leaders to work together to create a new solution that has the remarkable built-in flexibility to respond to change."

Purse Power has also committed to giving a portion of its profits to programs that reduce domestic violence.

"(Miller) has a penchant for women of domestic violence, having even found a way to help this cause through the endeavors of Purse Power," said Linda C. Haneborg, a marketing, communications and public relations professional in Oklahoma City. "No matter how busy or much in thought, never have I been in Donna's presence that she did not end with, 'What can I do for you?' That alone speaks mountains about Donna Miller."

Miller and her husband, Kurt, are parents of 20-year-old triplets – Sean, Anastasiya and Seth Miller.



Private Company



Chickasaw
NATION INDUSTRIES
SERVICE WITHOUT RESERVATION

Congratulations on being recognized as
one of Oklahoma's Most Admired CEOs

David L. Nimmo

Thank you for your leadership, service, and commitment
to success. You inspire team CNI with your dedication to
our mission and your exemplification of teamwork.



David L. Nimmo, President and CEO, CNI

chickasaw.com



CONGRATULATIONS
to our leader, our friend, & one
of Oklahoma's Most Admired CEOs

Brad Poarch



David Nimmo

Chickasaw Nation Industries CEO and President

For the last 23 years, David Nimmo has brought a calm and steady leadership style to the Chickasaw Nation and its economic development arm, Chickasaw Nation Industries.

He has served as the tribe's general counsel and as its business adviser. He also has served as chief general counsel of CNI, as well as chief operating officer, chief of staff and, since 2011, CEO and president of CNI.

The Norman-based CNI supports the Chickasaw Nation and Oklahoma. According to information provided by the company, its work has led to job growth and improved quality of life throughout the state. The company has 1,400 employees nationwide, including 650 in Oklahoma. In the last 12 months, revenues have grown by 11% and net income has grown by 1%; since 1996, annual revenues have grown from \$50,000 to more than \$350 million.

Under Nimmo's leadership, Chickasaw Nation Industries has grown into one of the largest tribally owned contractors in the United States.

"He leads with humility, honesty and fairness in times of success and celebration and times of regrouping and developing a new strategy," said Donita H. Thomas, MidFirst Bank's first senior vice president, commercial banking and director of business group. "David is an effective communicator and a delight to work with. He hires talented employees, provides them the resources to thrive and encourages them to embrace change to continue to grow, diversify and sustain the business."

According to those who know him, underlying all of Nimmo's work are his stated values – integrity, respect, service,

commitment to success, empowerment of people and teamwork.

"CNI provides service to its customers and to its tribal people under the compassionate eye of its CEO," said Ann Ackerman, CEO and president of Oklahoma Business Roundtable.

"The CNI mission statement is 'to build a business that supports a Nation.' This is what David does as evidenced by his recent recognition as a Top 30 CEO in Indian Country by *Native Business Magazine*," she said. "He has built a team that believes and supports the CNI mission. He is quoted in *Native Business Magazine* as saying that the most important skill or trait of a leader is 'to develop a servant's heart.' David has a servant's heart."

The Chickasaw Nation owns CNI, which has more than a dozen subsidiaries; their work covers areas like government contracting for civilian and defense agencies, filtration, manufacturing, network services and research development and engineering test and evaluation.



Private Company

Brad Poarch

Cory's Audio Visual
CEO

Brad Poarch began his journey in audiovisual at a young age, sorting screws for his grandfather at Cory's Motion Pictures.

He went on to earn a bachelor's degree in theatre production and minors in both broadcasting and business administration from the University of Central Oklahoma.

Prior to taking the lead of Oklahoma-based Cory's Audio Visual in 2012, he oversaw the company's rental and production division for 10 years. Poarch's team helped produce thousands of events across the country as the company saw revenue increases of more than 400% throughout his tenure. Also increasing was the size of the team, which doubled to support the increase in business.

Once taking the lead as owner and CEO, Poarch instilled a new focus into the organization; each of its goals now centered around the client. No longer was it they selling audiovisual equipment and services; now, Cory's Audio Visual would be in the business of providing solutions to clients that make their jobs easier. This shift to a customer-focused approach has taken the company into a new age. Cory's Audio Visual consistently sees revenue and gross profit increases year after year under Poarch's leadership. In 2016, it purchased and moved to a new facility in west Oklahoma City, growing its workspace by more than 300%.

"For Brad, it isn't about selling technology or finding the latest gadget, like many other technology-based companies,"

said Britt Gotcher, senior vice president of Cory's Audio Visual. "For him, it is about the people. The people we serve, both internally and externally, are at the forefront of every decision he makes."

Although Poarch now focuses his time on business and process development within the organization, he still has a passion for the technology and helping others. In fact, you can still regularly find him working alongside the Cory's Audio Visual team on one of the hundreds of job sites or even in the warehouse helping to unload trucks.

"Innovation is something that comes very naturally to Brad," Gotcher said. "Not only do his ideas almost always succeed, he leads those innovations with enthusiasm that is contagious to our clients and to our team."

Poarch has two children, Jimmy and Will. When he is not working, trying a new craft beer, or off on Boy Scout adventures with his boys, he can usually be found behind a sound console at one of the local theaters or on the ice playing hockey.



Timila Rother

Crowe & Dunlevy

President and CEO

The leader of a major law firm has to make big and small decisions daily pertaining to client and practice group development, legal trends, compensation, ethics, banking, personnel and more.

But Timila Rother, president and CEO of Oklahoma City law firm Crowe & Dunlevy, also keeps in mind the bigger picture of running a law firm that's been in business for more than a century.

"In an industry that is becoming more of a business than a profession, we at Crowe & Dunlevy have maintained professionalism first," she said. "We serve our clients and the law, and we do not compromise our ethics. And the collegiality with which we do so is the trait of which I am the most proud."

Rother served five years on the firm's executive committee before becoming CEO in 2016. She maintains her legal practice and is chairman of Crowe & Dunlevy's insurance practice group.

"As a lawyer that now works in the business community, I have worked with and for many CEOs," said Keri Coleman Norris, chief legal officer and executive vice president of regulatory affairs for LegalShield. "I have seen good and bad CEOs. The very best lead by heart. I am certain that Timila is among the very best. A servant CEO is always teaching and leads by quiet example. ... CEOs like Timila are rare. Timila is fair, reasonable, approachable and gracious. She takes time to teach, mentor, share and invest in the whole team and the bigger vision."

Rother has led the firm's expansion into Texas by opening a Dallas office and addition of practice groups to serve other industries, such as cannabis law and entertainment law.

Crowe & Dunlevy's Michael S. Laird said Rother has overseen the firm's growth while reinforcing its core values and skillfully handling firm management matters.

"It would not be too much of a stretch to say that among the seismic evolutionary shifts since the turn of the century, in the way business is conducted on virtually every level, the law stands out as one of the most dramatically changed professions in the past decade," Laird said. "Timila found herself thrust into this vortex of new realities when she was elected president. It has been both a pleasure and an honor to have served with her both as an attorney and as a member of the Crowe & Dunlevy management team."

Rother and her husband, Roger Janoe, have two adult children, Piper and Noah Janoe.



Private Company

Brian F. Wilson, R.Ph.

**Oklahoma Home Care Network
and Access Care Oklahoma**
CEO

Brian F. Wilson has committed his career to providing health care services to the frail elderly, especially in areas of Oklahoma underserved by the health care system. A registered pharmacist and entrepreneur, Wilson has steadily and successfully grown multiple businesses, leading in the development of innovative networks and collaborations that strengthen all involved.

Wilson is CEO of Oklahoma Home Care Network, a network of home care agencies, and Access Care Oklahoma, a physician-led accountable care organization.

His leadership and vision have been described as both innovative and compassionate. He establishes systems to provide optimal care to patients as they age and deal with health challenges whether via home health, hospice, private services or assisted living. He emphasizes the importance of seeing patients as human beings and “bringing the sunshine” to them in challenging times.

“I think much of his success in business is because he is a good connector,” said Stevi Parr, chief operating officer of Oklahoma Health Care Network. “He will identify an opportunity that could benefit someone else and connect the leaders to work together instead of always trying to compete. As a result, his integrity and sincerity are well recognized, and other people reach out to help him when they have opportunities for collaboration.”

An example of his innovative approach is the formation of Access Care Oklahoma. Doctors in a severely underserved area in southeastern Oklahoma came to Wilson in 2014 to discuss

how they could remain independent and serve their communities in a rapidly changing world of health care reimbursement. Wilson and his team researched options, and the accountable care organization began operations in 2016.

Access Care Oklahoma has grown from a small group of physicians serving 7,500 Medicare beneficiaries to some 400 providers serving nearly 20,000 Oklahomans representing about \$200 million in health care expenditures.

Wilson’s leadership and vision are also helping Oklahoma’s legislative leaders as state representatives and senators regularly work with Wilson on health care issues.

“Brian has built multiple successful businesses through the years, and I believe it is because of his vision and his understanding of where health care is going and what needs to be done to remain on the cutting edge,” said Karen LaBarge, provider services director for Access Care Oklahoma. “We follow him as a leader because we trust him to do the right thing.”

Wilson and his wife, Belinda, have two adult children – Sarah Fleps and Nathan Wilson.



Raúl Font, Ed.D.

*Latino Community Development Agency
President*

After being frustrated with too many Latino and African American students being suspended, Dr. Raúl Font stepped up as a motivator, a visionary and doer.

As president and founding member of the Latino Community Development Agency, Font created the In Lieu of Suspension Program that addressed the dire need to keep students in school. Today, this approach has been implemented in many school districts around the metropolitan area.

Font brought his athletic drive, passion for winning and desire to be the best from his collegiate years in Puerto Rico. Being second is not an option for him. Since his arrival at Latino Community Development Agency, several of the programs housed in the agency have won national awards. Its child development center won the White House Bright Spot Award for being the best bilingual early child development center in the nation. In addition, the agency's Parents as Teachers program won a national Blue Ribbon award as it deployed support to parents experiencing difficulty raising children.

"Dr. Font's background in education has inspired our team in concentrating our efforts in educating the Latino community in Oklahoma through health, counseling and prevention services," said Dr. Yuliana Reyes, director of health for the Latino Community Development Agency. "He is the type of leader who acknowledges potential and invests therein through his team and coordination of their efforts."

Font has challenged staff, the board of directors, the community, partners and anyone who listens on the importance of fulfilling the mission "to enhance the quality of life of the

Latino community through education, leadership, services, and advocacy."

Font also entered into the first Capital Campaign in the agency's history. He spearheaded an expansion plan that has included the serving of Latinos all over the state. The latest venture has taken the agency into Tulsa to establish programs with the help of the Tulsa mayor, Tulsa Public Schools, United Way of Tulsa and others.

"Dr. Font's unique mix of business acumen and academic experience make him a visionary leader and well positioned to affect positive change," said Jerry Steward, president of Oklahoma City Community College. "Dr. Font cares deeply about the issues facing the Latino community and is committed to inclusivity and diversity."

Font completed a doctorate at the University of Oklahoma in education administration, curriculum and supervision.

He and his wife, Reyna, have five children – Dr. Raúl Omar Font-Hernandez, Adiari McCall, Yelitza Font-Hernandez, Natalia Font, and Gabriela Sarai Font.



Nonprofit Company

Congratulations Dr. Raúl Font for tirelessly advocating for the well-being of Oklahoma's fastest-growing population sector.

¡Felicidades!



**Dr. Raúl Font
President**

Supporting mental and physical health as well as social well-being

Child Development - Healthcare - Prevention
Treatment - Scholarships



Latino Community Development Agency
420 SW 10th Street
Oklahoma City, OK 73109
www.lcdaok.org

Congratulations to Brian F. Wilson, R.Ph.

We asked our employees why they think Brian deserves this honor. Here's what they said:

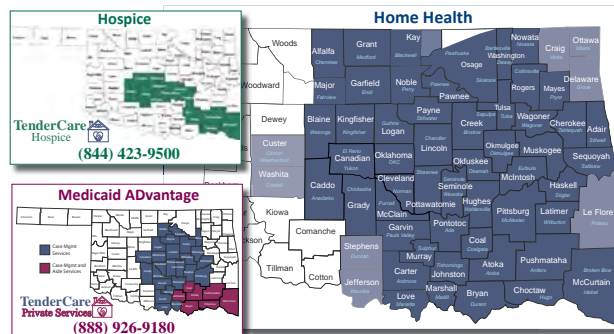
- Brian's vision of expanding healthcare access is what drew me to work with this amazing company. He is truly an innovative and compassionate leader.
- I appreciate his passion for trying to remove barriers that are preventing patients from receiving high quality medical care in even the most rural, low-income areas of the state.
- Brian has proven in good times and recently in a time of crisis that he is someone who puts his employees and their well being above all else. He has proven that success doesn't have to be tied to ruthlessness and deceit. He has a quote: "Run to your problems and not from them." Just applying this to my daily dealings with life's obstacles has made me a more successful, efficient and better person. He does not hide from a problem and does not shy away from a challenge. He has a remarkable ability to see the big picture and understand how each of our actions affect the other and how to best get us all to where we need to be in order to be successful.
- Brian is a great listener, cares for his employees and is a great motivator. He reads people well, makes connections and looks for the win-win.

One of Oklahoma's "Most Admired CEOs"



From all of us in the
Oklahoma Home Care Network:

- Sooner Home Health
- TenderCare Home Health
- TenderCare Hospice
- TenderCare Private Services



- He looks beyond the patient's direct clinical needs and searches for opportunities to address broader social and community needs, such as food, mental health, etc., that impact health outcomes.
- Why should Brian be one of Oklahoma's "Most Admired CEOs?" First and foremost is his faith in God's plan for his personal life and his business practices. This has led him to be accessible to everyone, to be considerate of all ideas or problems and of course responsible in his actions.
- It is such a pleasure to work with an owner who stands by the courage of his convictions. He is a gift to those around him.
- Brian has built multiple successful businesses through the years, and I believe it is because of his vision and understanding of where healthcare is going and what needs to be done to remain on the cutting edge. But it is also because he treats people with respect and honesty.
- I've never worked for any organization that put Jesus Christ and his teachings as an example of how our daily conduct should be directed. I just want to say thank you, Brian, for being such a wonderful inspiration to me and how I conduct myself in daily life and work life.

Kitt Letcher

**Better Business Bureau
of Central Oklahoma**
President and CEO

Kitt Letcher spends a lot of time thinking of ways to support her employees and make her community and work a better place.

Those thoughts have translated into action and success at Better Business Bureau of Central Oklahoma, where she serves as president and CEO.

Since Letcher came on board in 2013, the local Better Business Bureau staff has grown from five to 21. The organization's revenues have climbed 79% during her tenure.

Leeda Kurtz said one of her favorite qualities about Letcher is the CEO's ability to build a strong office culture with supportive and collaborative team members.

"She is a very compassionate leader who inspires her team to share ideas and offers to help them succeed through opportunities for self-development. She has a personality that lights up any room, which creates a genuinely happy work environment," Kurtz said. "Kitt is by far the best leader I have worked for in my entire career."

Letcher came from the United Way of Central Oklahoma, where she served as director of Canadian County and resource development account executive from 2011 to 2013.

One of her first acts as the BBB's new leader was to reshape the sales operations; she also began hiring from Remerge, a nonprofit prison diversion program for nonviolent offenders. One of those staff members was the top salesperson in the country in 2018.

"The biggest impact she has had is on the people in our office," said Ryan Ellis, the Better Business Bureau of Central

Oklahoma's vice president of business development. "She has helped build a strong team while also changing lives."

Letcher said she doesn't like being stuck behind a desk and would rather engage with her team members.

"I want people to come to work and know they are appreciated. Not just for the job that they do but who they are individually and how they contribute to the success of BBB in its entirety," Letcher said. "I certainly don't think I have all the answers, and I value my team's opinion and expertise."

Letcher also knows employees need more than money.

"They need resources, ideas for solutions, opportunities to grow, challenge and stability," she said. Through change, "We are maximizing their potential and finding the best ways for each person to fit in the team as a whole."

Letcher is married to her high school sweetheart, Stuart, who is a pilot with the Air Force Reserves and Delta Air Lines. The couple has children: Isabelle, 11, and Colin, 8.



Nonprofit Company

Congratulations, Richie Splitt

Norman Regional Health System and our family of healers congratulate and recognize President and CEO Richie Splitt on being recognized as a Most Admired CEO.

Richie leads a team of more than 3,500 healers to fulfill the health system's mission of serving its community as a leader in health and wellness care.

During his first week on the job at Norman Regional, an EF-5 tornado destroyed the system's Moore facility. This tragic and momentous event revealed Splitt's character as a strong, effective and engaging leader in times of crisis. Splitt helped Norman Regional and its communities find hope, healing, pride and even joy in the face of adversity.

During Richie's time as President and CEO, NRHS has received numerous clinical recognitions and experienced tremendous growth. He has led new growth in areas such as population and telehealth – including a direct-to-consumer app called Norman Regional Virtual Care, primary care clinic expansion, and a new transformative campus plan called Inspire Health.



NormanRegional.com



HATS OFF TO OUR STATE CHAMBER MEMBERS

OKLAHOMA'S MOST ADMIRED CEOs

BRENDA JONES BARWICK
Jones PR

AMY DOWNS
Allegiance Credit Union

LEIGH GOODSON
Tulsa Community College

DEE HAYS
Excellence Engineering LLC

KEN HOPKINS
Norman Regional Health System, CFO Honoree

SEAN KOUPLIN
Regent Bank

KITT LETCHER
Better Business Bureau of Central Oklahoma

DAVID NIMMO
Chickasaw Nation Industries

TIMILA ROTHER
Crowe & Dunlevy

RICHIE SPLITT
Norman Regional Health System

Thank you for growing jobs and driving prosperity for our state!



okstatechamber.com

Richie Splitt

Norman Regional Health System
President and CEO

Richie Splitt, president and chief executive officer of Norman Regional Health System, was drawn to medicine at a young age.

“That was mostly due to gentle encouragement from my parents and my relationship with my dear aunt Lenda, who happened to be paraplegic,” he said. “Lenda’s wheelchair, her health challenges and her zeal for life always intrigued me and certainly inspired me – especially in the area of physical medicine.”

While he was pursuing his degree at the University of Oklahoma, Splitt got a summer job as a physical therapy technician.

“The moment I began interacting with patients and their families, I knew health care was the vocation for me,” he said. “I loved working to help and to heal patients. I learned firsthand that I was capable of making a difference in people’s lives; that in many ways, their achievements were often linked directly to my attitude and my commitment to their personal goals of recovery and health.”

After earning his master’s in business administration at Oklahoma City University, Splitt moved from the bedside to the business side of health care.

“There I learned that effective healing also required effective business decisions. When those two elements were united, they produced the greatest outcomes and value,” he said.

Paula Price, vice president of strategy and growth for Norman Regional Health System, has worked with Splitt for the past seven years and has seen firsthand his strength, dedication, and passion for people and health care.

“Richie is truly a one-of-a-kind leader with an amazing level of energy, enthusiasm and engagement,” Price said. “He can often be seen on a regular basis visiting with patients, their families, physicians, staff and volunteers. This characteristic of engagement is what I admire most about Richie. He truly believes in teamwork.”

Norman Mayor Breea Clark said Splitt has been a driving force and a visionary regarding the future of health care in Norman.

“When the proposal, Inspire Health, hit a snag at City Hall, he did not give up,” Clark said. “He doubled his efforts to educate the Council and the community about the amazing things this new plan could do for our city. He personally attended countless meetings in the evening and on the weekends all while maintaining the morale of his staff because he believes in the plan.”

Splitt serves on the boards of LifeCare Health Services, Vizient Oklahoma/Arkansas and the Norman Chamber of Commerce.



Nonprofit Company

Pam Timmons

Good Shepherd Ministries
Executive Director

When Pam Timmons became executive director of Good Shepherd Ministries in 2015, a grant used to expand its medical clinic had ended and the organization was having trouble keeping its doors open because of the finances.

Timmons quickly had to cut the number of employees from 26 to eight and work to find alternative ways to keep the clinic open in order to provide free health care services for those who are uninsured, living in poverty and suffering. She built up a coalition of volunteer dentists, doctors and pharmacists to staff the clinic, which is the primary purpose of Good Shepherd Ministries.

Today, the Oklahoma City clinic is thriving as it serves 2,300 patients with help from 42 dentists, 24 physicians, 20 physician assistants, eight pharmacists and 500 students; they provide more than 10,000 volunteer hours a year. Timmons has raised more than \$700,000 a year for the past three years and has begun building an endowment to make the clinic financial sustainable.

“With her tireless effort on behalf of our neighbors in need, she has made Oklahoma City a better place today,” said Dan McNeill, clinical professor and Good Shepherd volunteer as medical director and board adviser. “Pam has dedicated her professional life working to improve the well-being of Oklahoma’s most vulnerable citizens.”

McNeill and Jennifer Richardson, director of programs for Butterfield Foundation, noted Timmons made personal sacrifices, including reducing her own salary and benefits significantly to make the budget work.

“Pam’s years of service as executive director of Good Shep-

herd Clinic has been instrumental in the organization’s growth and success,” Richardson said. “When Good Shepherd experienced some difficult years, Pam’s true dedication to the organization’s mission and the individuals they serve was on full display. ... Her vision for the community and commitment to excellence and integrity is a shining example for us all.”

Timmons attended the University of Central Oklahoma before beginning her professional career, which has included experience with nonprofit organizations in administration, finance, marketing and fundraising. She has led fundraising campaigns and has been part of major capital fundraising campaigns for nonprofit organizations. She has served on the boards of the Oklahoma Foundation for Medical Quality and the Community Collaborative Effort on Care Transitions through Integris Hospital South. She is on the Oklahoma Charitable Clinics Association board of directors. She also served on the Edmond Historical Society board and is former president of the Association for Fundraising Professionals.



John Hart

Continental Resources

Senior Vice President, CFO and Treasurer

The leader of Continental Resources said he believes John Hart sets the standard for financial stewardship in the oil and gas industry.

Since Hart joined Continental in 2005, the Oklahoma City-based company has become one of the top oil producers in the United States and has seen its revenue increase by 1,300%, from \$376 million to \$4.7 billion, said Harold Hamm, executive chairman of Continental Resources. Hart is senior vice president, chief financial officer and treasurer for the company.

“John’s leadership at Continental has played an integral role in our company’s success over the past decade,” Hamm said. “His financial leadership was invaluable guiding us through the historic economic downturn. He has led our organization through tough economic times and extreme volatility to ensure Continental has remained financially strong, all while operating in a cost-effective and profitable manner.”

Hart’s successes at Continental include having a role in Continental’s initial public stock offering in 2007, and leading the company’s broader capital markets and financing activities to raise in excess of \$10 billion to fund its growth and expansion. Hart also played a key management role in relocating Continental’s headquarters from Enid to Oklahoma City in 2011. Since then, its number of employees has tripled – to more than 1,200 today.

“He is a respected leader and huge asset to Continental Resources,” said Diane Montgomery, the company’s vice president, corporate finance and treasury, calling Hart a mentor to her. “Although we have very heavy deadlines most of the year, he maintains a positive and encouraging attitude and always

expresses appreciation. ... He is insightful and has a good understanding of the day-to-day issues that face the company from a financial perspective while also keeping an eye on the big picture.”

Hart’s role extends beyond traditional finance and involves strategic decisions, operational execution, investor relations, business development and administration. Because of that he collaborates with people in many areas of the company and believes individuals are the key to making each other – and the organization – successful.

Hart also serves on boards including the Greater Oklahoma City Chamber, Petroleum Club of Oklahoma City and Myriad Gardens Foundation and is a member of the Casady School Board of Trustees and the Oklahoma State University Foundation Board of Governors. He also is a member of the American Institute of Certified Public Accountants and actively involved with the Petroleum Alliance of Oklahoma.

Hart and his wife, Laura, have two children attending Casady School and a freshman attending Southern Methodist University.



Public Company

Jeffery Hendrix

180 Medical

Chief Financial Officer

As a fast-growing health care company, 180 Medical must keep adapting to a changing industry with automated technology and improved customer service.

Doing that requires leaders who immerse themselves in the business, understand the company's processes and systems and develop rapport with team members, said 180 Medical Chief Financial Officer Jeffrey Hendrix.

"180 Medical (and its finance function) will continue to push the boundaries of innovation through the next decade," Hendrix said. "During times of economic uncertainty, leadership must focus on what it can control, stay positive and work to create opportunities for the business."

Founded in 2002, 180 Medical has 614 employees and is the largest supplier in the United States of urologic and ostomy supplies, said company President Ron Howell. 180 Medical's parent company has more than 9,000 employees worldwide and regularly sends representatives to Oklahoma to meet with Hendrix and the leadership team to understand its consistent success, financial stability and growth.

Hendrix is a big part of that success, Howell said.

"I am always impressed by his leadership and due diligence to ensure that the company is protected financially as well as employee needs are critically factored in every decision. His leadership and credibility in the financial community with our global organization has propelled 180 Medical to the forefront with ConvaTec, our parent company," Howell said.

Corporate Controller Leah Shockley said compassion for other people is part of who Hendrix is.

"He has a talent for making our entire staff – from a ware-

house worker to other executive vice presidents – from around the world, understand the effects of finance concepts and actions in a way that they retain and understand," Shockley said. "Jeff's leadership style has made employees engaged and feel a part of a team. He is open to others' insight and encourages us to challenge ourselves."

Since Hendrix has been CFO, the company's revenue has grown by 81.6% and net income by 53.9%.

Hendrix has led the financial buildout of its internally developed business management software, called MedTrack, that has helped improve cash collections. Also, from 2017 to 2019, he led the financial due diligence, acquisition and integration teams through three major acquisitions and a divestiture of the respiratory segment – all moves that led to significant revenue and income growth.

Hendrix also helped facilitate the successful initial public offering of its parent company, ConvaTec.

Hendrix and his wife, Amy, have one son, Jordan, and a daughter, Parker.



Steve Lobsinger

Lobdock Inc.

Chief Financial Officer

Employees at Lobdock Inc. know Steve Lobsinger as “the guy” – the one people go to when they have a question about billing, have a technology issue, need to build a new software program or need some heavy office furniture moved. He is a team player, the one working beside them to get things done with a sense of humor and the one who can be flexible while juggling a full workload.

Lobsinger is chief financial officer for Lobdock, the company his wife founded to help companies with their employee drug and alcohol testing programs and compliance. He has been with the company since 2016; prior to that, he worked for Chickasaw Nation Industries as a software and electrical engineer. He also previously worked as a consulting software engineer for Hamilton Sundstrand and Boeing.

“Steve has always been a team player here at Lobdock,” said Hunter Montgomery, one of the Lobdock employees who referred to him as “the guy.” “Even though he is one of the highest-ranked executives here he is always willing to roll up his sleeves and jump into whatever needs to be done to help the company accomplish goals.”

Oklahoma business coach Stacy Eads referred to Lobsinger as Lobdock’s financial steward. She has had both Lobsingers in her Scaling Up coaching program.

“Steve goes above and beyond every day. His range of responsibilities certainly extend beyond the traditional duties of accounting,” she said. “He operates their business with integrity and transparency, with an open-book management style among their small office.”

In the last few

years, since

Lobsinger

joined

the com-

pany, Lob-

dock has been

expanding outside

of Oklahoma through

acquisition to strengthen

itself from oil-related eco-

nomics downturns. In February

2017, the company bought a small

drug and alcohol testing company in

Northern California, a move that helped the California compa-

ny modernize and helped Lobdock learn how transactions like

this work. Lobdock’s next acquisition, in New York, tripled the

company’s size and led to a big growth spurt.

“Steve often has a full plate; he is responsible for our financial reporting, budgeting, forecasting, balance sheet, web integration, banking integration, as well as due diligence when we acquire a new company,” said Lobdock’s Valerie Coonradt. “His relationship with the providers and banking services has been instrumental in the rapid growth. ... He volunteers for what he can help with, works late to help others out and has lived by our values day in and day out.”

Lobsinger and his wife, Susan, have two children, Georgia, 11, and Mason, 9.

Private Company

Congratulations, Ken Hopkins, CFO

Congratulations to Ken Hopkins, Chief Financial Officer at Norman Regional Health System, on being honored as a Financial Stewardship Award winner.

Ken has served as Norman Regional's CFO for more than 11 years and oversees the system's decision support, finance and materials management departments. During his time at Norman Regional, the health system grew from one hospital to a three-campus system. It is also embarking on a transformative plan – Inspire Health – to evolve to meet the ever-changing health and wellness needs of the people it serves.

Hopkins is a certified public accountant and a graduate of Sam Houston State University. He obtained his masters of health services administration from the University of Michigan.

On behalf of our more than 3,500 healers, congratulations, Ken!



NormanRegional.com



Congratulations, John Hart!

Thank You for Your Leadership.



Ken Hopkins

Norman Regional Health System
Chief Financial Officer

Those who work with Ken Hopkins say he has a special talent for helping non-finance people understand the financial concepts that are part of his daily job. And he tells good CPA jokes.

Hopkins is chief financial officer for the Norman Regional Health System and vice president of finance. He is responsible for the financial leadership and oversight of the entire system, which includes the departments of finance, materials management, patient access and scheduling, patient financial services, health information management and pharmacy. Norman Regional currently includes a three-campus system with \$450 million in net revenues.

Lately, Hopkins has spent time as an integral part of the design, planning and financing of Norman Regional's Inspire Health Plan to expand, consolidate, revitalize and develop new services throughout the system. His leadership on that plan includes working with the bond financing team for the \$120 million to finance its initiative and presenting it to the board authority and the Norman City Council.

"Ken has always been a remarkable CFO that I have known and worked with for more than 10 years. Ken provides the finance staff and myself with great knowledge, honest and dependable leadership direction," said Gina Morgan, Norman Regional's director of finance. "Under Ken's leadership we continue to perform at a very high level and have a 'clean' financial statement audit year after year. Ken offers encouragement and guidance to the finance staff that enables us to be successful in all areas of financial reporting."

Norman Regional has 3,500 employees. Since Hopkins came

on board in 2008,

the health care

system has

grown its

revenues

by 68% and

its net income

by 313%. He also

has improved the sys-

tem's cash-to-debt ratio

from 23% to 155% between

2009 to 2019, achieved multi-

ple bond rating upgrades, led debt

refinancing to achieve economic savings, handled a \$64 million

insurance claim after the 2013 tornado destroyed Norman

regional's hospital in Moore, revamped the oversight process for

retirement plans and more.

He has a bachelor's degree in business administration from Sam Houston State University, Huntsville, Texas, and a master's degree in health services administration from the University of Michigan, Ann Arbor, Michigan.

"Ken embraces the vision and mission for our health system and inspires those under his leadership to do the same," Morgan said.

Morgan and his wife, Vicki, have two children – Ben, a recent graduate of the University of Oklahoma, and Sophie, a sophomore at Norman North High School.



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