



THE STATE CHAMBER
OKLAHOMA

ANNUAL REPORT

2024

LETTER FROM OUR LEADERS

Five years ago, we set out to make The State Chamber stronger, more effective, and more focused on what truly matters: advocating for Oklahoma businesses. That meant rethinking how we approach **policy, politics, and advocacy**—and ensuring that everything we do delivers real results.

Now, in 2025, we're seeing the impact of that work.

Last year, we took on the big challenges facing Oklahoma's business community. Workforce development remained a top priority, and we worked side by side with state leaders to launch the **Oklahoma Workforce Commission**—a critical step in ensuring businesses have access to skilled talent.

We also fought for major policy changes at the Capitol. From passing key education and workforce legislation to driving big reforms at the Department of Commerce, we made sure Oklahoma stays competitive. And when bad policies threatened to hurt businesses, we stood our ground and pushed back.

At The State Chamber, we don't just talk about making Oklahoma the best place to do business—we make it happen.

Thanks to the dedication of our members, staff, and board, 2024 was a year of progress. But we're not stopping here. As we move into 2025, we're doubling down on our commitment to making Oklahoma a place where businesses don't just survive—they thrive.

Let's keep the momentum going.



CHAD WARMINGTON

President & CEO
The State Chamber



DANA WEBER

Chair of the Board
The State Chamber

The State Chamber's Board of Directors serves as the governing body that supervises operations and provides strategic direction.

DANA WEBER
Chair
WEBCO Industries, Inc.

RICK NAGEL
Chair-Elect & Immediate Past Treasurer
Acorn Capital Management

G. CARL GIBSON
Treasurer
Lisball Cavan, LLC

DUSTIN HILLIARY
Secretary & Political Affairs Chair
Hilliary

KEVIN GROSS
Immediate Past Chair
Hillcrest HealthCare System

JAMES ASHFORD
Vision Care Direct

SCOTT BILGER
Phillips 66

DAN BOREN
The Chickasaw Nation

DAVID CARPENTER
American Fidelity Corporation

SETH CAVIN
Spur Design LLC

SCOTT EISENHAUER
P & K Equipment

TIM ELLIOTT
Standley Systems LLC

STEPHANIA GROBER
Blue Cross Blue Shield of Oklahoma

STEVE HAHN
AT&T

KEN MILLER
OG&E

MARK NICHOLS
Koch Inc.

TIM PEHRSON
INTEGRIS Health

JEROME REDMOND
American Truck Training, Inc.

STEPHANIE REGAN
AAON, Inc.

MIKE TEAGUE
ONEOK, Inc.

MARCUS WRIGHT
M. Wright Services, LLC

JEFF WILSON
Devon Energy Corporation

BOARD OF DIRECTORS



The Council of Advisors (COA) is a group of C-suite-level members leading The State Chamber's policy development process, working to ensure we have a strong legislative agenda each year. The COA is the place to be for Chamber members with a passion for policy development and a desire to effectuate positive change for Oklahoma's business community.

Derek Albro | Devon Energy Corporation
Katie Altshuler | Marathon
James Ashford | Vision Care Direct
John Barrett | Citizen Potawatomi Nation
Chief Gary Batton | Choctaw Nation of Oklahoma
Chase Beasley | American Airlines, Inc.
JR Behan | ITC Great Plains
MichaelBlake Bezruki | Charles Machine Works
Scott Bilger | Phillips 66
Greg Boxer | Flywheel Energy
Darlene Brugnoli | Verizon
Don Bullard | Bullard and Associates
Blake Callaham | Pioneer
Seth Cavin | Spur Design LLC
Nico Ciccone | NextEra Energy Resources, LLC
Dusty Darr | ONEOK, Inc.
Jill Daugherty | Chickasaw Nation Dept. of Commerce
Peter M. Dobelbower | Hobby Lobby Stores, Inc.
Steve Edwards | The Bama Companies, Inc.
Scott Eisenhauer | P & K Equipment
Kirk Elam | Bios Management Company
Tim Elliott | Standley Systems LLC
John Estus | Amazon
Jonathan Fowler | Fowler Automotive
Mark W. Funke | Oklahoma Business Roundtable
Amy KJose | Mercy
Michael Graves | Garver, LLC
Alex Gray | American Global Strategies
Kevin Gross | Hillcrest HealthCare System
Steve Hahn | AT&T
Cara Hair | Helmerich & Payne, Inc
Kirkland Hall | Hall Capital, LLC

Zechariah Harjo | The Muscogee Nation
Mark Helm | Dolese Bros. Co.
Thomas Hill III | Kimray, Inc.
Dustin Hilliary | Hilliary
Hollye Hunt | OU Health
Hagan Hunter | Prairie Surf Studios
Tiffini Jackson | Public Service Company of Oklahoma
Ivan Jaime | Walmart, Inc.
Jeff Jankowski | Valir Health
Chris Kenney | American Fidelity Corporation
Lucky Lamons | Ascension St. John Company
Shea Loper | Ovintiv
Zach Martin | Allete Clean Energy
Greg Massey | First United Bank & Trust Co.
Drew Mildren | CompSource Mutual Insurance
Ken Miller | OG&E
Chuck Mills | Mills Machine Company, Inc.
Johnny Montoya | WINDSTREAM
Rick Nagel | Acorn Capital Management
Michael S. Neal | Tulsa Regional Chamber
Mark Nichols | Koch Inc.
Mike Patterson | HNTB Corporation
Todd Pauley | The Boeing Company
Kristin Peck | Rausch Enterprises
Timothy Pehrson | INTEGRIS Health
Zachary Perkins | Ross Group
Craig Perry | Oklahoma Natural Gas, a Division of ONE Gas
JT Petherick | Blue Cross Blue Shield of Oklahoma
Jason Ramsey | OSU/A&M Board of Regents
Jerome Redmond | American Truck Training, Inc.
Pete Regan | EST, Inc.

Stephanie Regan | AAON, Inc.
Courtney Reid | CVS Health
Kelsey Reneau | Mustang Fuel Corporation
Rob Reynolds | Public Strategies
Emily Robertson | Wonderschool
Larry Rooney | Manhattan Construction Group
Peter Salatich | Anheuser Busch Companies
Brian Schneider | Blue Sky Bank
Bill Schonacher | Chickasaw Community Bank
Matthew Sheppard | Expand Energy Corporation
Greg Smith | Crossland Companies
Josh Smith | McAfee & Taft
Kallen Snodgrass | B&H Construction
Robbie Squires | Cox Communications, Inc.
Josiah Sutton | CommunityCare HMO, Inc.
John Taylor | Field Aerospace
Jack Todd | Trinity Industries, Inc.
Elizabeth Van Holt | Intersect Power
Jared Ward | HF Sinclair
Courtney Warmington | Fuller Tubb Bickford
Warmington & Panach, PLLC
Dana Weber | WEBCO Industries, Inc.
Amanda Wheeler | Philip Morris International
John Wiscaver | Grand River Dam Authority
Marcus Wright | M. Wright Services
Jared Young | XTO Energy/ExxonMobil



AT THE CAPITOL



The State Chamber's Government Affairs team stayed busy at the State Capitol in 2024, working tirelessly to help lawmakers develop legislation that would grow workforce availability and make Oklahoma the best state in the nation to do business.

The Chamber scored several legislative wins, championing pro-business bills that were signed into law. House Bill 3278, known as the Graduation Act of 2024, reforms graduation requirements for all Oklahoma public high schools to better reflect a student's future pathway. With support from educators across the state, alongside business community leaders, Oklahoma high school students will now graduate with new course options, career exposure, and more.

Senate Bill 1447 and House Bill 3252 were complimentary bills that worked in tandem to improve the Oklahoma Department of Commerce's efforts in business retention and recruitment, as well as community development. Through these reforms, the Department of Commerce will be able to stay focused on bringing the nation's best companies and brightest business talent to Oklahoma and retaining companies already operating in the state. The Government Affairs team also fought hard for House Bill 4147, which offered a 30 percent tax credit to employers who support their employees' childcare needs. The bill didn't make it to the finish line in 2024, but we will continue to champion the effort in 2025.



WORKING ON WORKFORCE

Growing the workforce of today and building tomorrow's workforce remained The State Chamber's top priority in 2024. The Chamber achieved unprecedented success in 2023 when Senate Bill 621

was signed into law, establishing the Oklahoma Workforce Commission. That incredible momentum was carried forward into 2024 as the Workforce Commission gained invaluable input from stakeholders and business leaders about workforce needs.



In 2024, Kyla Guyette was named Executive Director of the Oklahoma Workforce Commission. With over 20 years of experience in workforce development and a proven record of transformative leadership, Guyette will execute strategies for growing the workforce through policies at the State Capitol and enhance career-readiness education through collaboration with workforce stakeholders across Oklahoma.



The Chamber has been a relentless advocate against State Question 832, a ballot initiative seeking to raise the minimum wage. By challenging SQ 832 in the Oklahoma Supreme Court and educating Oklahomans on the potential harm to small businesses, The Chamber has worked to protect the state's economic interests.

The Governor has scheduled the initiative petition for a vote of the people on the June 16, 2026, Primary ballot. This extended timeline provides The Chamber with ample opportunity to continue mobilizing the business community against the proposed wage mandate.



AWARD WINNING



The Chamber worked hard to honor state legislators who championed business needs and interests during the 2024 legislative session. Chamber officials traveled throughout the state, presenting its Business All-Star Award to the legislators who earned a perfect score on the State Chamber Research Foundation's 2024 RIED Report. RIED grades each legislator's voting record on business-related legislation.



2300 Club is The State Chamber's expanded political program. It's vital that Oklahoma has pro-business candidates elected into office. With your participation, The 2300 Club can help us achieve our objective to be the best place for business in the country.

The State Chamber became Oklahoma's go-to political intelligence resource in 2024 with the launch of 2300 Club. The Chamber has always delivered insightful political intel to its members, but those efforts were expanded through the newly branded 2300 Club.

Exclusive to Chamber members, 2300 Club provides the latest insider information on political developments that are of interest to business leaders across Oklahoma. 2300 Club members received special access to state and national leaders as well as brilliant political minds.

Renowned national pollster, Brent Buchanan, spoke at our 2300 Club reception in April, and U.S. Senators James Lankford and Markwayne Mullin, along with Congressmen Frank Lucas and Tom Cole, spoke to 2300 Club members during exclusive virtual sessions. 2300 Club will continue delivering expert intel to its members and providing access to state and national leaders in 2025 and beyond.



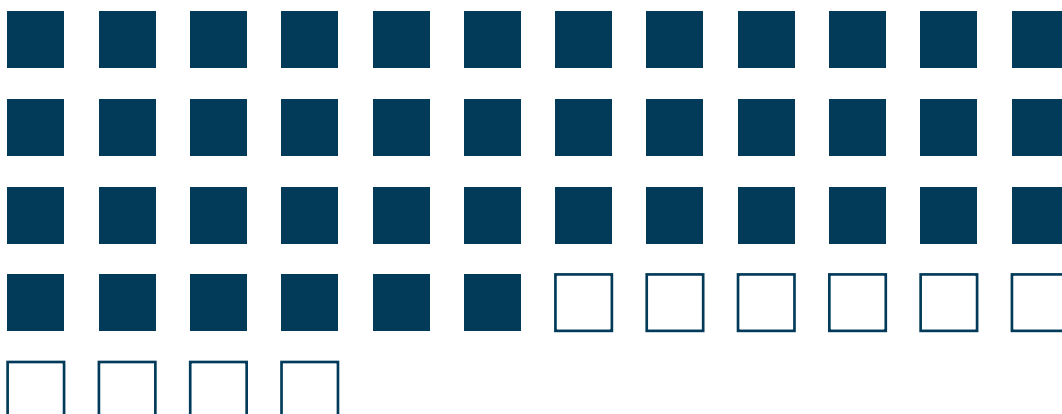
THE STATE CHAMBER OF OKLAHOMA PAC

The State Chamber of Oklahoma PAC is the business community's voice in elections, standing up for candidates that will fight for pro-growth policies and protect free markets in Oklahoma. The influence of The State Chamber of Oklahoma PAC was evident in the 2024 election. Our PAC endorsed **52 candidates** in both state and federal races. Forty-two of those candidates went on to win their race, proof that when the business community speaks, voters take notice.

OVER
\$50,000
RAISED

68 TOTAL DONORS

✓ **52 CANDIDATES ENDORSED, 42 WON ELECTION**



MEMBERSHIP

CHAIRMAN'S CIRCLE & VISIONARY MEMBERS

AAON, Inc.
Allete Clean Energy
Amazon
American Fidelity Corporation
American Global Strategies
Anheuser-Busch Companies
Arvest Bank
Ascension St. John
AT&T
B&H Construction LLC
BancFirst Corporation
Bar-S Foods Co.
Blue Cross Blue Shield of Oklahoma
Blue Sky Bank
Canoo Inc.
Charles Machine Works
Chickasaw Nation
Choctaw Nation of Oklahoma
Citizen Potawatomi Nation
CompSource Mutual Insurance Company
ConocoPhillips
Cox Communications, Inc.
Crossland Companies
Crowe & Dunlevy, A Professional Corp.
CVS Health
Devon Energy Corporation
Dolese Bros. Co.
Energy Transfer
Expand Energy Corporation
Express Employment Professionals
factor 110
Field Aerospace
Flywheel Energy
Fowler Autogroup
Garver, LLC
Goodyear Tire & Rubber Co.
Grand River Dam Authority
Helmerich & Payne, Inc.
HF Sinclair
Hillcrest HealthCare System
Hilliary
HNTB Corporation
Hobby Lobby Stores, Inc.

INTEGRIS Health
Intersect Power
ITC Great Plains
Kimray, Inc.
Koch Industries
Love's Travel Stops & Country Stores, Inc.
M. Wright Services
Marathon Oil Company
McAfee & Taft A Professional Corp.
McElroy Manufacturing, Inc.
Mercy
Michelin North America, Inc.
NextEra Energy Resources, LLC
OG&E
Oklahoma Association of Electric Cooperatives
Oklahoma Natural Gas, A Division of ONE Gas
Oklahoma State University
ONEOK, Inc.
OU Health
Ovintiv
P & K Equipment
Phillips 66
Pioneer
PMI Global Services
Prairie Surf Studios
Prime Therapeutics
Public Service Company of Oklahoma
Public Strategies
Rausch Coleman Homes
Ross Group
Spur Design LLC
Standley Systems LLC
The Bama Companies, Inc.
The Muscogee Nation
The University of Oklahoma
Trinity Industries, Inc.
Verizon
Walmart
WEBCO Industries, Inc.
WINDSTREAM
Wonderschool
WSB
XTO Energy/ExxonMobil

The State Chamber worked toward increasing membership engagement in 2024, while maintaining a strong base of existing members and attracting new members. Our diverse membership, representing a wide array of industries from across the state, remains a key strength for the organization. Thanks to increased support from our members, the organization saw a rise in revenue. Prudent expense management allowed The State Chamber to allocate additional resources toward enhancing our political advocacy efforts and further prioritizing our pro-business agenda.

NEW AT THE CHAMBER

CHAMBER JOB HUB

The State Chamber offered its members a new, exclusive benefit to help them find top talent for their business' open positions: Chamber Job Hub. The Job Hub is a boutique-style job listing center featured on The State Chamber website, giving Chamber member companies a new venue to list open jobs. Members can provide unlimited listings. The Chamber advertises the Job Hub for no charge to members so that open positions are seen by a wide number of potential candidates. While anyone can access the Job Hub, only State Chamber members can submit positions to be listed on the site.

CHAMBERCARE



The State Chamber launched ChamberCare in 2024, its exciting new endeavor to help small businesses across the state take care of their employees' health care needs. ChamberCare is a licensed health benefit plan that partner chambers and associations across the state can offer to their member companies that have between two and 50 employees. This is a unique, self-funded health plan oriented to small businesses which offers an alternative option in Oklahoma's healthcare market.



Partnering with The Civic Trust® of the U.S. Chamber of Commerce Foundation, The State Chamber hosted the Oklahoma finals of the 2024 National Civics Bee. The Civics Bee inspires students across the nation to learn about government processes and contribute to their communities by being thoughtful, informed citizens. Five young and talented Oklahomans participated in the state finals, each demonstrating an impressive knowledge of civics. Cullen Perez, an eighth grader at Lawton MacArthur Middle School, won the Oklahoma Civics Bee, earning a trip to Washington, D.C., for the national championship competition.

EVENTS



The State Chamber proudly hosted several successful events in 2024, giving its members opportunities to network and make meaningful connections with peer business leaders, legislators, and members of Oklahoma's congressional delegation. Attendees participated in topical discussions concerning business and economic matters and engaged with us as we advocated for or against legislation that impacts business.

From our Legislative Reception to our Annual Meeting to our Special Dinner during our D.C. Fly-In, The State Chamber was thrilled to connect closely with our valued members and hundreds of business and state leaders in 2024. We look forward to bigger and bolder future events, celebrating our members and Oklahoma's bright business future.

2024 EVENT SPONSORS

\$25,000 +

AMERICAN FIDELITY 
a different opinion



the
Chickasaw
Nation

COX

 **Hilliary**

 **IBC BANK**
MEMBER FDIC/INTERNATIONAL BANCSHARES CORPORATION

OG+E

\$15,000-\$24,999

B&H Construction
Blue Cross Blue Shield of Oklahoma
Devon Energy Corporation
Enterprise Mobility

Factor 110
Koch Inc.
M. Wright Services, LLC
PMI Global Services, Inc.

Public Service Company of Oklahoma
Spur Design, LLC

\$10,000-\$14,999

Acorn Capital Management
BIOS Management Company
CommunityCare HMO

Energy Transfer
Cornerstone Government Affairs
Phillips 66

WEBCO Industries, Inc.

\$5,000-\$9,999

AT&T
Chesapeake Energy Corporation
Chickasaw Community Bank
Delta Dental of Oklahoma
Fowler Automotive
Goodyear Tire & Rubber Co.
Hustings Group
Inasmuch Foundation
INSURICA
INTEGRIS Health

Invenergy
Marathon Oil Company
Mercy
NextEra Energy Resources
Oklahoma Aggregates Association
Oklahoma Families for Affordable
Healthcare
ONEOK, Inc.
Rausch Enterprises
Saxum

Schnake Turnbo Frank
Southwest Airlines
Spirit AeroSystems
Tinker Federal Credit Union
Tulsa Regional Chamber
Tulsa Technology Center
Verizon
Vision Care Direct
Windstream

\$2,000-\$4,999

Amazon
Arvest Bank
The Boeing Company
CVS Health
First United Bank
Garver
Greater Oklahoma City Chamber
Hillcrest Healthcare System

Mercy
MidAmerica Industrial Park
No Man's Land Beef Jerky
Oklahoma Association of
Nurse Anesthetists
Oklahoma City Community College
Oklahoma City Thunder
Oklahoma Hospital Association

Oklahoma Natural Gas,
A Division of ONE Gas
PhRMA
Phillips 66
Poe & Associates
Quad Construction
Rose State College
Valir Health
Vantara Manufacturing, Inc.

\$500-\$1,999

Americans for Prosperity
Citizen Potawatomi Nation
Dolese Bros. Co.

Infinite Business Solutions
Jim Norton Toyota
Slalom

Tenaska

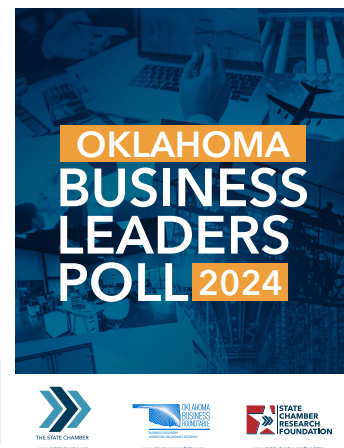


The State Chamber Research Foundation (SCRF) is Oklahoma's premier source for policy, research, and analysis that gives deeper insight into the needs of businesses throughout the state. SCRF was focused in 2024 on developing research that would help inform the creation of policies supporting economic and business development in Oklahoma. SCRF is dedicated to providing policymakers data that will help them transform Oklahoma into an economic powerhouse where businesses come to thrive.



The RIED Report is an SCRF tradition, annually evaluating support of business during the legislative session. The RIED Report returned in 2024, providing Oklahomans with a scorecard that graded each legislator on their support of legislation that either helps or hinders the state's business environment. RIED contributes to Oklahoma's economic growth by evaluating state legislation pertaining to business, workforce, and the economy. The report profiles each legislator's individual voting record, scoring them on their support for business. This year's report rated legislators based on their votes for 13 bills. The report found that seven legislators voted 100 percent "pro-growth" on those 13 bills, while 38 legislators voted over 90 percent pro-growth.

The State Chamber, the Oklahoma Business Roundtable, and SCRF partner each year to produce The Oklahoma Business Leaders Poll. The Business Leaders Poll surveys Oklahoma's business community, obtaining business leaders' and executives' thoughts and concerns on the state of business, the economy, workforce, and education in Oklahoma. It also gauges business leaders on emerging issues such as artificial intelligence (AI) and tax reform. The survey gives SCRF critical insight into what Oklahoma employers think about current business conditions as well as their feelings about the future of business. Survey results highlight improvements needed to meet the business community's needs and make Oklahoma's economy one of the best and most competitive in the nation. The 2024 Oklahoma Business Leaders Poll surveyed 325 business leaders and found that the need for more skilled workers and expanded career-readiness education are the top concerns among business leaders.





The Oklahoma Scorecard is released annually by SCRF. An invaluable asset, the Scorecard evaluates Oklahoma's competitive position compared to other states across metrics that are highly impactful on economic growth and prosperity. The Scorecard's purpose is to help Oklahoma's policymakers and business community by showing them the areas where the state needs to grow its competitiveness so it can strengthen its economy and become a national leader in business and economic development. The Scorecard identifies areas where Oklahoma needs to become more competitive and measures specific factors that produce economic growth and prosperity.

The 2024 Oklahoma Scorecard shows that the state grew in economic competitiveness thanks to key improvements to our tax code that were signed into law in 2023. The 2024 Scorecard ranked Oklahoma 19th nationally in tax competitiveness, jumping seven spots above its ranking in the previous year's Scorecard.



SCRF held the 14th Leadership Exchange Academy in 2024, bringing together Oklahoma's best business experts and top political minds. The two-part summit was held over the span of four days in June and July for the purpose of connecting civic-minded professionals with state

government and business leaders. LEA is a tremendous learning opportunity for individuals interested in public policy as well as professionals seeking to learn more about how the state government helps facilitate business development. Professionals from across Oklahoma applied to be part of LEA's 2024 cohort, but only 38 were selected. Participants engaged in educational conferences and programming to exchange ideas and learn about good government practices, the public policy process, and free enterprise.



In 2024, SCRF held its inaugural Oklahoma Prosperity Summit, a new policy-centric event changing focus yearly. The Summit connected Oklahoma's talent pipeline from education to employment. The Prosperity Summit plays a key role in The State Chamber's enduring mission to help Oklahoma businesses by improving workforce development throughout the state. The Summit featured three panels, each discussing how the state can grow its future workforce through its educational systems.



THE VOICE OF BUSINESS AT THE STATE CAPITOL

The State Chamber is the leading statewide advocate for business in Oklahoma. We work on behalf of our members, the Oklahoma business community, to affect legislative change and create a pro-growth climate statewide. The State Chamber leverages meaningful partnerships, resources and coalitions to achieve legislative results that strengthen Oklahoma's economy.

The State Chamber is not influenced by the political machine, but we know how it operates. So when legislation that affects your business is on the table, we're not afraid to pull up a chair and roll up our sleeves. We're at home in the halls of the State Capitol. When you become part of The State Chamber, you not only gain access to those halls, your voice changes what happens there.





THE STATE CHAMBER
— OKLAHOMA —

ANNUAL REPORT

2024



www.okstatechamber.com