

WELLS LAW FIRM

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June 12, 2009

Mr. Richard P. Rush
President and Chief Executive Officer
The State Chamber of Oklahoma
330 N.E. 10th Street
Oklahoma City, OK 73104

Re: THE STATE CHAMBER OF OKLAHOMA
Expression of Appreciation

Dear Mr. Rush:

I am the principal of Wells Law Firm, an Oklahoma City law firm with a practice emphasis on defending Oklahoma employers in labor and employment litigation. As part of my practice, I have had the good fortune of representing large and small businesses (e.g., Exxon Mobil Corporation, Green Bay Packaging Inc., Expanded Solutions, LLC), federal and state agencies (e.g., Federal Deposit Insurance Corporation, Oklahoma Department of Mental Health and Substance Abuse Services) and business-related organizations (e.g., general counsel for the 300+ member Central Oklahoma Manufacturers Association). I have also had the pleasure to be invited to present labor and employment law-related programs to various business groups throughout the State of Oklahoma, most notably through the first-rate Oklahoma Department of CareerTech Technology Centers system.

When I first ventured into the labor and employment law field, I quickly learned that it was imperative for me (and my clients) to stay abreast of legislative and regulatory developments on the federal and state levels. Soon thereafter, however, I realized that "staying abreast" was not enough to safeguard the interests of my clients. I needed to have a voice – the ability to initiate or join the discussion and debate with regard to legislative and regulatory developments *as they occurred*. It is when I reached this point of my maturation process that I had the ultimate good fortune of (a) becoming a State Chamber member, and (b) beginning a working relationship with the State Chamber's first-rate staff that has produced significant dividends for my firm and clients. In this connection, I wanted to share some of my observations and experiences:

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- Before I began developing a working relationship with the State Chamber, I would periodically have direct interaction with legislators on various legislative issues (primarily through two legislators who are good friends and were engaged in “of counsel” positions with my firm). In all of these interactions, I was always struck by the fact that I was inevitably asked the following question:

Where does the State Chamber stand on the issue?

- Despite the fact I have a relatively small firm, I have been extremely impressed by the fact that the State Chamber has always been keenly receptive to my perspectives, opinions and concerns with regard to various legislative and regulatory issues. Rather than focusing on the size of my firm (*or the size or locations of my clients*), I have always found the State Chamber’s focus to be trained on whether an issue or idea will benefit (or limit) Oklahoma business.
- As I have continued to work with the State Chamber on various issues that have a direct impact on my clients (and Oklahoma employers at large), I have been equally impressed by the State Chamber’s ability to successfully promote legislation that has a positive impact on the Oklahoma business climate, while also safeguarding Oklahoma employers by deftly working to defeat legislation that will have a negative effect. In this connection, while the State Chamber’s successful efforts in many areas are well-chronicled (e.g., promoting lawsuit reform, defeating unconstitutional immigration reform), I have first-hand knowledge of a myriad of circumstances in which the State Chamber has secured significant victories for Oklahoma business that occurred outside of the media spotlight. A prime example from this past legislative session:

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This past January (and for the first time in 15 years), Congress decided to expand the universe of employee leave rights under the federal Family and Medical Leave Act – a significant development that required employers across the nation to expend time and resources to revamp their employment practices and procedures. On the state level, and totally outside the public’s purview, the State Chamber discovered that a legislative measure – a measure that, while clearly well-intended by the legislative authors, would have placed Oklahoma employers at a competitive disadvantage by being forced to expend additional time and resources to provide “FMLA+” leave benefits – was quickly making its way towards becoming law. In response, the State Chamber stepped in and – after educating the authors on the measure’s unintended consequences – was able to save unsuspecting Oklahoma employers thousands of dollars by persuading the authors to place a hold on the measure. *To be succinct, as a direct result of the State Chamber’s stealth efforts (and the statesmanship exhibited by the authors to place a hold on a politically-popular measure), Oklahoma employers saved thousands of dollars without ever realizing their potential cost exposure.*

As an attorney, I expend a considerable amount of time counseling Oklahoma employers on how to avoid litigation (i.e., preventative medicine). Ultimately, however, I expend the majority of my time serving as the last line of defense in defending the inevitable wrongful termination and discrimination claims. *What I have learned in my experiences in working with the State Chamber? The State Chamber is the invaluable first line of defense in keeping anti-business legislation from becoming law in the first instance.*

In closing, I would like you to know that I have thoroughly enjoyed working with your professional and knowledgeable staff, most notably Mike Seney, Bud Marshall, Matt Robison, Linda Story, Donna Mercer and Lindsey Sparks. Please feel free to contact me if you have any questions or comments regarding any of the above issues.

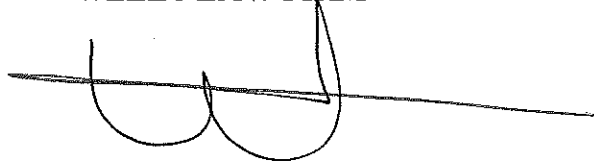
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Very truly yours,

WELLS LAW FIRM

A handwritten signature in black ink, appearing to be 'W. Wells', is written over a horizontal line. The signature is stylized with loops and a long tail.

WILLIAM WELLS

For the Firm