



Nov. 27, 2017

Frank Keating
The University of Oklahoma Board of Regents
660 Parrington Oval
Norman, OK 73019

Dear Mr. Keating:

I have come to a conclusion about the future of our state: There are those who believe in our future and are committed to finding workable solutions, and those who work against our future with constant negative rhetoric and no workable solutions.

As a CEO of one of the largest, fastest-growing companies in Oklahoma, I want to make you — and other state leaders — aware of the impact of the negative rhetoric currently espoused by the Oklahoma Council of Public Affairs (OCPA) and its political minions. It's hurting my company and other growing, job-creating Oklahoma companies trying to keep great talent within our state as we attract new talent to it.

I am a proud Oklahoman. Against the advice of some investment bankers, I chose to keep building my company in Oklahoma. The stock price for our IPO was discounted because we are based in Oklahoma. Nevertheless, Paycom is an Oklahoma tech company with no plans to leave the state.

Paycom enjoys a constructive relationship with the University of Oklahoma. In fact, we hire a large percentage of the graduates from its computer science department.

However, with our growth rate, we also must attract employees from other states — a task that has become more and more difficult. We find candidates have zero problem with our state income tax, and applaud the overall low cost of living, especially relative to property taxes.

On the flip side, they are abundantly concerned about sending their children to our schools, colleges and universities. Stories reporting on massive cuts to higher education and four-day school weeks pop up when they research Oklahoma education. From these articles, they conclude Oklahoma does not value education.

Enclosed, please find samples of the negative narrative propagated by the agenda-driven OCPA, which would rather create problems than solve them so it can raise money to fund its reckless, outdated and out-of-step political machine.

I find it disheartening that an OU regent, Frank Keating, promotes the OCPA's destructive policies and negative rhetoric. The letter he co-authored with former U.S. Sen. Tom Coburn and

OCPA Chairman Larry Parman underscores OCPA's true intent: to undermine any attempt to govern.

In my view, OCPA is out to destroy OU and our entire higher education system. Since Frank Keating is front and center promoting OCPA's anti-education narrative, I think it would be in the best interest of OU and Oklahoma if Frank Keating would resign as an OU regent.

Our state stands at a serious crossroads. We must work together to solve our budget and revenue problems. We cannot fail; otherwise, we will lose another generation of Oklahomans due to mediocrity.

I know from talking with several OU regents that the majority value education, and believe as I do: A college degree opens opportunities for growth and prosperity. We need more college graduates in Oklahoma. At Paycom, 95% of our employees have a bachelor's degree or better.

You will find Paycom supporting colleges and universities whose leaders are committed to investing to meet the demand for an educated workforce in the years ahead. I trust the OU Board of Regents will be responsive and put politics aside in the interest of doing what is best for our state, the university and its students.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chad Richison', with a long horizontal flourish extending to the right.

Chad Richison
President and CEO

Enclosure: 2 pages