

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**February 25, 2012  
Compiled by Gina Olaya, CNB  
Tribal and Community Relations Director  
Standard Report to the Tribal Council for the month of January 2013**

# I. Tribal Employment:

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>A.</b>	<b>All Cherokee Nation businesses</b>	<b>4,366</b>	<b>72.5%</b>	<b>7.5%</b>
<b>B.</b>	<b>Cherokee Nation Entertainment</b>	<b>3504</b>	<b>74.3%</b>	<b>7.4%</b>
1.	Catoosa		66.9%	9.3%
2.	Ft. Gibson		90.8%	6.7%
3.	Jay Laundry		88.9%	11.1%
4.	Ramona		86.1%	2.3%
5.	Roland		78.3%	4.8%
6.	Sallisaw		88.0%	6.8%
7.	Tahlequah		84.9%	6.2%
8.	West Siloam		79.0%	5.4%
9.	Will Rogers Downs		66.2%	3.4%
10.	Corporate		69.9%	10.2%
<b>C.</b>	<b>Cherokee Nation Business</b>	<b>333</b>	<b>68.7%</b>	<b>9.8%</b>
<b>D.</b>	<b>Cherokee Nation Assurance</b>	<b>1</b>	<b>100%</b>	<b>0.0%</b>
<b>E.</b>	<b>Cherokee Nation Metal Works</b>	<b>36</b>	<b>58.3</b>	<b>2.8%</b>
<b>F.</b>	<b>Cherokee Nation Construction Services</b>	<b>7</b>	<b>28.6</b>	<b>14.3</b>
<b>G.</b>	<b>Cherokee Nation Technology</b>	<b>1</b>	<b>100.0%</b>	<b>0.0%</b>
<b>H.</b>	<b>Cherokee Services Group</b>	<b>4</b>	<b>0.0%</b>	<b>0.0%</b>
<b>I.</b>	<b>Cherokee Security and Defense</b>	<b>4</b>	<b>50.0%</b>	<b>0.0%</b>
<b>J.</b>	<b>Cherokee Nation Industries</b>	<b>68</b>	<b>67.6%</b>	<b>10.3%</b>
<b>K.</b>	<b>CN Aerospace and Defense, LLC</b>	<b>5</b>	<b>100.0%</b>	<b>0.0%</b>
<b>L.</b>	<b>CND LLC</b>	<b>256</b>	<b>86.7%</b>	<b>5.9%</b>
<b>M.</b>	<b>Cherokee Nation Red Wing</b>	<b>27</b>	<b>23.1%</b>	<b>3.8%</b>
<b>N.</b>	<b>Cherokee Nation Medical Services</b>	<b>4</b>	<b>25.0%</b>	<b>0.0%</b>
<b>O.</b>	<b>Cherokee Nation Health Services</b>	<b>4</b>	<b>25.0%</b>	<b>0.0%</b>
<b>P.</b>	<b>Mobility Plus</b>	<b>92</b>	<b>35.9%</b>	<b>6.5%</b>
<b>Q.</b>	<b>Cherokee Nation Government Solutions</b>	<b>6</b>	<i>(Not Available)</i>	<i>(Not Available)</i>
<b>R.</b>	<b>Cherokee Nation Technology Solutions</b>	<b>3</b>	<i>(Not Available)</i>	<i>(Not Available)</i>
<b>S.</b>	<b>Cherokee CRC LLC</b>	<b>38</b>	<b>25.0%</b>	<b>10.0%</b>

*\*Includes Only Non Contract Regular Employees*

## II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation businesses</b>			
1.	Vice President and above	29	55.2%	3.4%
2.	Director/General Manager	52	55.8%	5.8%
3.	Manager	343	55.4%	5.0%
4.	Supervisor	260	69.2%	5.4%
5.	Non Management	4856	57.7%	6.3%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	4	75.0%	0.0%
2.	Director/General Manager	22	40.9%	9.1%
3.	Manager	179	73.7%	7.3%
4.	Supervisor	245	70.2%	5.7%
5.	Non Management	3170	74.2%	7.7%
<b>C.</b>	<b>Cherokee Nation Business</b>			
1.	Vice President and above	13	69.2%	7.7%
2.	Director/General Manager	17	58.8%	5.9%
3.	Manager	70	60.0%	4.3%
4.	Supervisor	8	62.5%	0.0%
5.	Non Management	225	69.8%	11.6%
<b>D.</b>	<b>Cherokee Nation Assurance</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	0	0.0%	0.0%
<b>E.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	14	7.1%	21.4%

		Total Employees*	Cherokee	Other Tribe
<b>F.</b>	<b>Cherokee Nation Metal Works</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	1	100.0%	0.0%
4.	Supervisor	2	50.0%	0.0%
5.	Non Management	32	56.3%	3.1%
<b>G.</b>	<b>Cherokee Nation Technology</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	48	2.1%	4.2%
<b>H.</b>	<b>Cherokee Services Group</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	15	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	207	0.0%	.5%
<b>I.</b>	<b>Cherokee Security and Defense</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	1	100.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	2	0.0%	0.0%
<b>J.</b>	<b>Cherokee Nation Industries</b>			
1.	Vice President and above	3	100.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	5	60.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	58	67.2%	12.1%
<b>K.</b>	<b>CND LLC.</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	5	80.0%	0.0%
4.	Supervisor	2	100.0%	0.0%
5.	Non Management	246	87.0%	6.1%

*\*Includes all Employees*

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>L.</b>	<b>Cherokee Nation Red Wing</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	4	25.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	23	21.7%	4.3%
<b>M.</b>	<b>Cherokee Nation Medical Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	2	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	171	1.2%	0.0%
<b>N.</b>	<b>Cherokee Nation Health Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	5	20.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	119	0.0%	1.7%
<b>O.</b>	<b>Mobility Plus</b>			
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			
		<b>Not</b>	<b>Currently</b>	<b>Available</b>
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>			
1.	Vice President and above	3	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	25	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	235	.9%	0.0%
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	13	0.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	276	0.0%	0.0%
<b>R.</b>	<b>Cherokee CRC LLC</b>			
1.	Vice President and above	2	50.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	11	36.4%	9.1%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	25	12.0%	16.0%

### III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
<b>A. Hiring Practices</b>			
1. Active Resumes/Applications	2149	34.5%	7.6%
2. Total Positions Hired	102	99.0%	0.0%
<b>B. Retention</b>			
<b>1. Employees Terminated</b>	<b>80</b>	<b>88.8%</b>	<b>2.5%</b>
Attendance	1	100.0%	0.0%
Death	0	0.0%	0.0%
End of Temporary Employment	2	50.0%	0.0%
Failure To Meet Min Employment Req.	2	100.0%	0.0%
Failure to Return from Leave	2	100.0%	0.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	0	0.0%	0.0%
No Call-No Show	17	100.0%	0.0%
No Show Orientation	3	100.0%	0.0%
Personal Reasons	1	100.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	2	100.0%	0.0%
Resigned with Notice	19	73.7%	10.5%
Resigned without Notice	25	88.0%	0.0%
Returned to School	1	100.0%	0.0%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	1	100.0%	0.0%
Violation of Rules	4	100.0%	0.0%
Voluntary Separation Program	0	0.0%	0.0%
<b>2. Promotions</b>	<b>34</b>	<b>91.2%</b>	<b>2.9%</b>
<b>Job titles of Promoted Cherokees</b>			
Assistant General Manager		Lead Fac.Maintenance	
Bartender		Associate	
Cage Shift Mgr. sm-med		Lead Laundry Attendant	
Casino Ops. Mgr. - Med		Lead Surveillance Agent	
Count/Drop Team Associate		Security Guard/Armed	
Culinary - Utility II		Security Guard/Unarmed	
Dir of Strategic Marketing		Senior Security Officer	
Director of Employee Services		Sr Corp Materials & Fleet Mgr	
E-Games tech 1		Sr. Marketing Manager	
F & B Entry Level Supervisor		Surveillance Agent	
Fac/Maint. Associate			
Front Office Manager			
General Manager - Med			
General Manager - Small			
Laundry Supervisor			
Lead Cashier-NL			

#### IV. Other

Recycling:

Cardboard/paper	22.569
glass	12.998
mixed metal	0.217
plastic	0.482

Volunteer hours: 113.5