

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

Aug 25, 2014
Compiled by Gina Olaya, CNB
Tribal and Community Relations Director
Standard Report to the Tribal Council for the month of July 2014

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6156		
1.	Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees)</i>	4621	72.9%	7.7%
B.	Cherokee Nation Entertainment	3817	73.3%	7.8%
1.	Catoosa		60.7%	11.6%
2.	Ft. Gibson		90.4%	6.4%
3.	Jay Laundry		91.3%	8.7%
4.	Ramona		76.8%	6.1%
5.	Roland		84.3%	3.5%
6.	Sallisaw		88.9%	4.8%
7.	Tahlequah		90.9%	3.0%
8.	West Siloam		84.1%	4.3%
9.	Will Rogers Downs		64.4%	4.1%
10.	Corporate		72.8%	8.6%
C.	Cherokee Nation Business	404	81.9%	10.0%
D.	Cherokee Nation Assurance	11	20.0%	0.0%
E.	Cherokee Nation Metal Works	43	62.8%	9.3%
F.	Cherokee Nation Construction Services	35	0.0%	20.0%
G.	Cherokee Nation Technology	194	50.0%	0.0%
H.	Cherokee Services Group	150	0.0%	0.0%
I.	Cherokee Security and Defense	7	42.9%	0.0%
J.	Cherokee Nation Industries	130	86.2%	5.4%
K.	CN Aerospace and Defense, LLC	15	93.3%	0.0%
L.	CND LLC	293	87.0%	8.2%
M.	Cherokee Nation Red Wing	37	8.1%	2.7%
N.	Cherokee Nation Medical Services	68	0.0%	0.0%
O.	Cherokee Nation Health Services	75	14.3%	0.0%
P.	Mobility Plus	0	0.0%	0.0%
Q.	Cherokee Nation Government Solutions	102	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	617	0.0%	0.0%
S.	Cherokee CRC LLC	47	14.9%	2.1%
T.	Cherokee Nation 3S	7	14.3%	14.3%
U.	Cherokee Nation Construction Services	13	100%	0.0%
V.	CN Mission Solutions	5	100.0%	0.0%
W.	Cherokee Nat Office Solutions	2	50.0%	0.0%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	31	54.8%	0.0%
2.	Director/General Manager	64	50.0%	7.8%
3.	Manager	429	54.5%	4.2%
4.	Supervisor	205	70.2%	7.8%
5.	Non Management	5403	56.8%	7.1%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	5	66.7%	0.0%
2.	Director/General Manager	25	56.0%	5.9%
3.	Manager	206	76.2%	3.9%
4.	Supervisor	174	72.4%	7.5%
5.	Non Management	3407	72.2%	8.6%
C.	Cherokee Nation Business			
1.	Vice President and above	12	75.0%	0.0%
2.	Director/General Manager	12	58.3%	25.0%
3.	Manager	82	67.1%	7.3%
4.	Supervisor	7	57.1%	14.3%
5.	Non Management	289	76.1%	7.3%
D.	Cherokee Nation Assurance			
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	10	0.0%	10.0%
E.	Cherokee Nation Construction Services			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	4	25.0%	0.0%
3.	Manager	7	0.0%	14.3%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	23	4.3%	13.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
F.	Cherokee Nation Metal Works			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	5	40.0%	0.0%
4.	Supervisor	1	0.0%	100.0%
5.	Non Management	37	67.6%	8.1%
G.	Cherokee Nation Technology			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	3	0.0%	0.0%
3.	Manager	9	11.1%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	182	0.0%	9.3%
H.	Cherokee Services Group			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	10	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	146	2.7%	0.7%
I.	Cherokee Security and Defense			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	2	50.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	4	25.0%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	5	40.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	5	60.0%	0.0%
4.	Supervisor	4	75.0%	0.0%
5.	Non Management	109	89.0%	5.5%
K.	CND LLC.			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	5	80.0%	20.0%
4.	Supervisor	13	76.9%	7.7%
5.	Non Management	272	87.5%	8.1%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
L.	Cherokee Nation Red Wing			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	8	25.0%	12.5%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	28	3.6%	0.0%
M.	Cherokee Nation Medical Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	2	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	65	0.0%	0.0%
N.	Cherokee Nation Health Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	5	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	67	0.0%	3.0%
O.	Mobility Plus	Not	Currently	Available
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			
P.	Cherokee Nation Government Solutions			
1.	Vice President and above	2	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	10	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	88	1.1%	1.1%
Q.	Cherokee Nation Technology Solutions			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	52	1.9%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	560	0.0%	0.7%

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	2	50.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	10	20.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	34	8.8%	17.6%
S.	CN Mission Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	0	0.0%	0.0%
T.	Cherokee Nat Office Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	2	50.0%	0.0%

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1589	30.9%	7.8%
2. Total Positions Hired	149	68.5%	12.8%
B. Retention			
1. Employees Terminated	109	66.1%	9.2%
Attendance	5.00	80.0%	20.0%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	0	0.0%	0.0%
Elimination of Position	0	0.0%	0.0%
End Temporary Employment	1.00	100.0%	0.0%
Failure To Meet Min Employment Req.	2.00	100.0%	0.0%
Failure to Return from Leave	5.00	60.0%	20.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	1.00	0.0%	100.0%
No Call-No Show	21.00	42.9%	9.5%
No Show Orientation	6.00	83.3%	0.0%
Personal Reasons	4	25.0%	25.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	21.00	61.9%	4.8%
Resigned without Notice	39.00	76.9%	7.7%
Return to School	0	0.0%	0.0%
Short Term Disability Ended	0	100.0%	0.0%
Transfer to Affiliate	2.00	100.0%	0.0%
Unsatisfactory Performance	0	0.0%	0.0%
Violation of Rules	2.00	100.0%	0.0%
Voluntary Separation Program	0	0.0%	0.0%

	Total	Cherokee	Other Tribe
2. Promotions	39	89.7%	2.6%
Job titles of Promoted Cherokees			

- Lead Cashier-NL
- Saucier Cook
- Diner Bar Hop
- EVS Casino Attendant
- Security Guard/Armed
- Casino Service Representative
- Security Guard/Unarmed
- Revenue Audit Manager III
- EVS Supervisor
- Lead Security Guard
- Lead Players Club Rep
- Revenue Audit Associate II
- Mixologist
- Shuttle Driver
- Culinary - Utility I
- Surveillance Agent
- Main Cage Cashier
- Front Office Lead
- Housekeeper
- Compliance Officer
- Compliance Training Spc
- Media & Traffic Coordinator
- Sous Chef
- Sr. Sales Specialist-WSS
- Customer Service Administrator