

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**CHEROKEE NATION™**  
**Businesses**

**February 24, 2014**  
**Compiled by Gina Olaya, CNB**  
**Tribal and Community Relations Director**  
**Standard Report to the Tribal Council for the month of January 2014**

# I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation Businesses (Including All Employees)</b>	<b>5874</b>		
1.	<b>Cherokee Nation Businesses</b> <i>(Excluding Contract and Temporary Employees)</i>	<b>4398</b>	<b>74.1%</b>	<b>8.0%</b>
<b>B.</b>	<b>Cherokee Nation Entertainment</b>	<b>3672</b>	<b>74.3%</b>	<b>7.9%</b>
1.	Catoosa		65.2%	10.3%
2.	Ft. Gibson		89.0%	7.8%
3.	Jay Laundry		91.3%	8.7%
4.	Ramona		73.3%	7.8%
5.	Roland		83.0%	4.1%
6.	Sallisaw		88.3%	5.8%
7.	Tahlequah		85.9%	7.0%
8.	West Siloam		81.2%	6.0%
9.	Will Rogers Downs		64.7%	3.3%
10.	Corporate		70.6%	9.5%
<b>C.</b>	<b>Cherokee Nation Business</b>	<b>381</b>	<b>78.0%</b>	<b>8.9%</b>
<b>D.</b>	<b>Cherokee Nation Assurance</b>	<b>10</b>	<b>20.0%</b>	<b>20.0%</b>
<b>E.</b>	<b>Cherokee Nation Metal Works</b>	<b>40</b>	<b>57.5%</b>	<b>10.0%</b>
<b>F.</b>	<b>Cherokee Nation Construction Services</b>	<b>31</b>	<b>16.7%</b>	<b>16.7%</b>
<b>G.</b>	<b>Cherokee Nation Technology</b>	<b>110</b>	<b>50.0%</b>	<b>0.0%</b>
<b>H.</b>	<b>Cherokee Services Group</b>	<b>150</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>137</b>	<b>84.7%</b>	<b>6.6%</b>
<b>K.</b>	<b>CN Aerospace and Defense, LLC</b>	<b>6</b>	<b>100.0%</b>	<b>0.0%</b>
<b>L.</b>	<b>CND LLC</b>	<b>288</b>	<b>88.5%</b>	<b>5.6%</b>
<b>M.</b>	<b>Cherokee Nation Red Wing</b>	<b>24</b>	<b>12.5%</b>	<b>4.2%</b>
<b>N.</b>	<b>Cherokee Nation Medical Services</b>	<b>68</b>	<b>0.0%</b>	<b>0.0%</b>
<b>O.</b>	<b>Cherokee Nation Health Services</b>	<b>107</b>	<b>0.0%</b>	<b>0.0%</b>
<b>P.</b>	<b>Mobility Plus</b>	<b>76</b>	<b>32.9%</b>	<b>5.3%</b>
<b>Q.</b>	<b>Cherokee Nation Government Solutions</b>	<b>145</b>	<b>0.0%</b>	<b>0.0%</b>
<b>R.</b>	<b>Cherokee Nation Technology Solutions</b>	<b>522</b>	<b>0.0%</b>	<b>0.0%</b>
<b>S.</b>	<b>Cherokee CRC LLC</b>	<b>47</b>	<b>19.1%</b>	<b>4.3%</b>
<b>T.</b>	<b>Cherokee Nation 3S</b>	<b>4</b>	<b>50.0%</b>	<b>25.0%</b>
<b>U.</b>	<b>Cherokee Nation Construction Services</b>	<b>11</b>	<b>100%</b>	<b>0.0%</b>
<b>V.</b>	<b>CN Mission Solutions</b>	<b>3</b>	<b>100.0%</b>	<b>0.0%</b>
<b>W.</b>	<b>Cherokee Nat Office Solutions</b>	<b>2</b>	<b>50.0%</b>	<b>0.0%</b>

## II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation businesses</b>			
1.	Vice President and above	31	54.8%	3.2%
2.	Director/General Manager	52	42.3%	7.7%
3.	Manager	390	57.2%	4.6%
4.	Supervisor	242	69.4%	6.6%
5.	Non Management	5059	58.7%	6.9%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	4	66.7%	0.0%
2.	Director/General Manager	19	36.8%	5.9%
3.	Manager	197	77.7%	5.6%
4.	Supervisor	227	70.5%	6.6%
5.	Non Management	3224	73.5%	8.6%
<b>C.</b>	<b>Cherokee Nation Business</b>			
1.	Vice President and above	12	75.0%	8.3%
2.	Director/General Manager	12	58.3%	16.7%
3.	Manager	82	67.1%	4.9%
4.	Supervisor	7	57.1%	14.3%
5.	Non Management	272	75.4%	8.5%
<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	9	0.0%	22.2%
<b>E.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	4	25.0%	0.0%
3.	Manager	6	0.0%	16.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	20	5.0%	20.0%

*\*Includes all Employees*

		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	0	0.0%	0.0%
3.	Manager	4	25.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	36	61.1%	11.1%
<b>G.</b>	<b>Cherokee Nation Technology</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	102	0.0%	1.0%
<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	10	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	139	0.7%	0.0%
<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	6	50.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	7	57.1%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	123	87.8%	7.3%
<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%	20.0%
4.	Supervisor	4	75.0%	0.0%
5.	Non Management	276	89.1%	5.4%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>L.</b>	<b>Cherokee Nation Red Wing</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	4	50.0%	25.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	19	5.3%	0.0%
<b>M.</b>	<b>Cherokee Nation Medical Services</b>			
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%
<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	4	0.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	102	0.0%	2.9%
<b>O.</b>	<b>Mobility Plus</b>	<b>Not</b>	<b>Currently</b>	<b>Available</b>
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>			
1.	Vice President and above	2	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	21	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	120	0.8%	0.8%
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	32	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	486	0.0%	0.0%

		Total Employees*	Cherokee	Other Tribe
<b>R.</b>	<b>Cherokee CRC LLC</b>			
1.	Vice President and above	2	50.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	11	27.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	33	12.1%	18.2%
<b>S.</b>	<b>CN Mission Solutions</b>			
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%
<b>T.</b>	<b>Cherokee Nat Office Solutions</b>			
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
<b>A. Hiring Practices</b>			
1. Active Resumes/Applications	1971	29.3%	7.5%
2. Total Positions Hired	127	66.1%	9.4%
<b>B. Retention</b>			
<b>1. Employees Terminated</b>	<b>98</b>	<b>78.6%</b>	<b>5.1%</b>
Attendance	6	100.0%	0.0%
CNGC License Denied	1	0.0%	0.0%
CNGC License Revoked	1	0.0%	100.0%
Death	0	0.0%	0.0%
End of Temporary Employment	1	0.0%	100.0%
Failure To Meet Min Employment Req.	3	66.0%	0.0%
Failure to Return from Leave	3	66.0%	33.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	1	0.0%	0.0%
No Call-No Show	19	89.5%	5.3%
No Show Orientation	0	66.7%	33.3%
Personal Reasons	1	0.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	17	82.4%	0.0%
Resigned without Notice	34	85.3%	5.8%
Returned to School	0	0.0%	0.0%
Short Term Disability Ended	2	0.0%	0.0%
Transfer to Affiliate	1	100.0%	0.0%
Unsatisfactory Performance	4	25.0%	0.0%
Violation of Rules	7	71.40%	0.0%
Voluntary Separation Program	0	0.0%	0.0%

	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>2. Promotions</b>	<b>35</b>	<b>94.3%</b>	<b>0.0%</b>
<b>Job titles of Promoted Cherokees</b>			
Egames Tech Support			
Siloam Drop Counts			
Catoosa Table Games			
Siloam Table Games			
Sallisaw Electronic Games			
Siloam EVS and Property Maint			
Catoosa Hotel Front Office			
Catoosa Hotel Housekeeping			
Catoosa Banquet Catering			
Roland Buck's Grill			
Catoosa Casino Beverages			
Catoosa Cage Operations			
Siloam Electronic Games			
Siloam FB Culinary			
Roland IT Field Support			
Catoosa EVS and Property Maint			
Tahlequah River City			
Catoosa The Deli			
CNE Corporate Fleet Distrib			
Catoosa Security			
Catoosa Hotel Services			
Catoosa Players Club			
Sallisaw Cage Operations			