

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**CHEROKEE NATION™**  
**Businesses**

**March 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
A.	<b>All Cherokee Nation Businesses (Including All Employees)</b>	<b>5892</b>		
1.	<b>Cherokee Nation Businesses</b> <i>(Excluding Contract and Temporary Employees)</i>	<b>4561</b>	<b>74.0%</b>	<b>6.9%</b>
B.	<b>Cherokee Nation Entertainment</b>	<b>3707</b>	<b>74.3%</b>	<b>7.0%</b>
1.	Catoosa		64.3%	10.0%
2.	Ft. Gibson		90.6%	6.3%
3.	Jay Laundry		95.7%	4.3%
4.	Ramona		74.0%	7.3%
5.	Roland		83.7%	3.4%
6.	Sallisaw		90.2%	4.1%
7.	Tahlequah		89.4%	3.5%
8.	West Siloam		83.6%	3.9%
9.	Will Rogers Downs		65.2%	3.2%
10.	Corporate		71.0%	9.7%
C.	<b>Cherokee Nation Business</b>	<b>381</b>	<b>78.1%</b>	<b>9.0%</b>
D.	<b>Cherokee Nation Assurance</b>	<b>12</b>	<b>20.0%</b>	<b>20.0%</b>
E.	<b>Cherokee Nation Metal Works</b>	<b>46</b>	<b>45.7%</b>	<b>6.5%</b>
F.	<b>Cherokee Nation Construction Services</b>	<b>34</b>	<b>16.7%</b>	<b>16.7%</b>
G.	<b>Cherokee Nation Technology</b>	<b>111</b>	<b>50.0%</b>	<b>0.0%</b>
H.	<b>Cherokee Services Group</b>	<b>149</b>	<b>0.0%</b>	<b>0.0%</b>
I.	<b>Cherokee Security and Defense</b>	<b>4</b>	<b>66.7%</b>	<b>0.0%</b>
J.	<b>Cherokee Nation Industries</b>	<b>133</b>	<b>85.7%</b>	<b>5.3%</b>
K.	<b>CN Aerospace and Defense, LLC</b>	<b>15</b>	<b>93.3%</b>	<b>0.0%</b>
L.	<b>CND LLC</b>	<b>274</b>	<b>88.0%</b>	<b>6.2%</b>
M.	<b>Cherokee Nation Red Wing</b>	<b>24</b>	<b>12.5%</b>	<b>4.2%</b>
N.	<b>Cherokee Nation Medical Services</b>	<b>69</b>	<b>0.0%</b>	<b>0.0%</b>
O.	<b>Cherokee Nation Health Services</b>	<b>80</b>	<b>0.0%</b>	<b>0.0%</b>
P.	<b>Mobility Plus</b>	<b>73</b>	<b>32.9%</b>	<b>5.5%</b>
Q.	<b>Cherokee Nation Government Solutions</b>	<b>147</b>	<b>0.0%</b>	<b>0.0%</b>
R.	<b>Cherokee Nation Technology Solutions</b>	<b>533</b>	<b>0.0%</b>	<b>0.0%</b>
S.	<b>Cherokee CRC LLC</b>	<b>48</b>	<b>18.8%</b>	<b>4.2%</b>
T.	<b>Cherokee Nation 3S</b>	<b>4</b>	<b>50.0%</b>	<b>25.0%</b>
U.	<b>Cherokee Nation Construction Services</b>	<b>13</b>	<b>100%</b>	<b>0.0%</b>
V.	<b>CN Mission Solutions</b>	<b>3</b>	<b>100.0%</b>	<b>0.0%</b>
W.	<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	53	47.2%	7.5%
3.	Manager	390	56.9%	3.8%
4.	Supervisor	223	73.1%	5.4%
5.	Non Management	5098	59.3%	6.1%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	4	66.7%	0.0%
2.	Director/General Manager	20	50.0%	5.9%
3.	Manager	194	77.8%	4.1%
4.	Supervisor	208	74.5%	5.3%
5.	Non Management	3281	74.1%	7.4%
<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	273	75.5%	8.4%
<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	11	0.0%	18.2%
<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	23	4.3%	17.4%

*\*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	5	40.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	32	59.4%	9.4%
<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	7	14.3%	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	138	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	119	89.1%	5.9%
<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	262	88.5%	6.1%

*\*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	66	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	75	0.0%	4.0%
<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	22	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	121	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	3.1%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	497	0.0%	0.0%

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<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	12	25.0%	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	1972	30.3%	7.7%
2. Total Positions Hired	176	50.6%	5.7%
<b>B. Retention</b>			
1. <b>Employees Terminated</b>	<b>121</b>	<b>65.3%</b>	<b>6.6%</b>
Attendance	10	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%
End of Temporary Employment	1	100.0%	0.0%
Elimination of Position	3	0.0%	0.0%
Failure To Meet Min Employment Req.	6	16.6%	0.0%
Failure to Return from Leave	2	100.0%	0.0%
Gross Misconduct	1	100.0%	0.0%
Misconduct	5	100.0%	0.0%
No Call-No Show	12	75.0%	8.3%
No Show Orientation	5	60.0%	0.0%
Personal Reasons	2	50.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	3	0.0%	0.0%
Resigned with Notice	30	63.3%	6.6%
Resigned without Notice	33	72.7%	12.1%
Returned to School	0	0.0%	0.0%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	2	0.0%	0.0%
Violation of Rules	3	66.6%	0.0%
Voluntary Separation Program	3	100.0%	0.0%

	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>2. Promotions</b>	<b>42</b>	<b>83.3%</b>	<b>4.8%</b>
<b>Job titles of Promoted Cherokees</b>			
Security Systems Admin I			
Banquet Captain			
Sous Chef			
Director of Food and Beverage			
Revenue Audit Associate I			
Revenue Audit Associate II			
Front Office Lead			
Mixologist			
Marketing Manager (med)			
Cage Oper. Mgr. - small & med.			
Lead Cashier-NL			
Cashiering Supervisor			
F & B Supervisor - Level 2			
Casino Service Representative			
Front Desk Agent			
Director of Marketing			
Revenue Audit Supervisor II			
Lead Main Cage Cashier			
F & B Manager - Level 5			
Buffet Chef			
Security Guard/Armed			
IT Audio Visual Analyst III			
Security Guard/Unarmed			