

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

**December 26, 2012
Compiled by Gina Olaya, CNB
Tribal and Community Relations Director
Standard Report to the Tribal Council for the month of November 2012.**

I. Tribal Employment:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses	4,315	71.3%	7.8%
B.	Cherokee Nation Entertainment	3,441	73.5%	7.9%
1.	Catoosa		65.6%	9.6%
2.	Ft. Gibson		89.5%	7.7%
3.	Jay Laundry		88.9%	11.1%
4.	Ramona		85.7%	2.3%
5.	Roland		78.3%	4.5%
6.	Sallisaw		86.6%	8.4%
7.	Tahlequah		88.5%	7.4%
8.	West Siloam		78.2%	5.9%
9.	Will Rogers Downs		66.0%	4.8%
10.	Corporate		69.5%	9.9%
C.	Cherokee Nation Business	306	68.6%	9.5%
D.	Cherokee Nation Assurance	1	100%	0.0%
E.	Cherokee Nation Metal Works	37	62.2%	2.7%
F.	Cherokee Nation Construction Services	8	37.5%	12.5%
G.	Cherokee Nation Technology	1	0.0%	0.0%
H.	Cherokee Services Group	6	0.0%	0.0%
I.	Cherokee Security and Defense	3	66.7%	0.0%
J.	Cherokee Nation Industries	61	63.9%	11.5%
K.	CND LLC	256	85.5%	6.6%
L.	Cherokee Nation Red Wing	27	22.2%	3.7%
M.	Cherokee Nation Medical Services	4	25.0%	0.0%
N.	Cherokee Nation Health Services	5	20.0%	0.0%
O.	Mobility Plus	88	33.0%	5.7%
P.	Cherokee Nation Government Solutions	19	(Not Available)	(Not Available)
Q.	Cherokee Nation Technology Solutions	8	(Not Available)	(Not Available)

**Includes Only Non Contract Regular Employees*

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	26	57.7%	3.8%
2.	Director/General Manager	44	45.5%	6.8%
3.	Manager	297	63.6%	6.1%
4.	Supervisor	256	71.1%	5.5%
5.	Non Management	4246	63.9%	7.4%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	3	33.3%	0.0%
2.	Director/General Manager	19	31.6%	10.5%
3.	Manager	182	75.3%	7.1%
4.	Supervisor	244	71.7%	5.7%
5.	Non Management	3113	73.2%	8.1%
C.	Cherokee Nation Business			
1.	Vice President and above	14	71.4%	7.1%
2.	Director/General Manager	17	52.9%	5.9%
3.	Manager	66	57.6%	4.5%
4.	Supervisor	7	71.4%	0.0%
5.	Non Management	224	71.0%	10.7%
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	0	0.0%	0.0%
E.	Cherokee Nation Construction Services			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	5	20.0%	20.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	16	6.3%	25.0%

		Total Employees*	Cherokee	Other Tribe
F.	Cherokee Nation Metal Works			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	2	100.0%	0.0%
4.	Supervisor	2	50.0%	0.0%
5.	Non Management	32	59.4%	3.1%
G.	Cherokee Nation Technology			
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	44	2.3%	2.3%
H.	Cherokee Services Group			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	15	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	199	0.0%	1.0%
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	1	100.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	1	100.0%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	6	66.67	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	5	60.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	49	65.3%	14.3%
K.	CND LLC.			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	9	66.7%	0.0%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	245	86.9%	6.9%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
L.	Cherokee Nation Red Wing			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	3	33.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	25	20.0%	4.0%
M.	Cherokee Nation Medical Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	173	.6%	.6%
N.	Cherokee Nation Health Services			
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	2	0.0%	0.0%
5.	Non Management	120	0.0%	1.7%
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			
		Not	Currently	Available
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			
Q.	Cherokee Nation Technology Solutions			
		Not	Currently	Available
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			

**Includes all Employees*

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1996	36.5%	7.1%
2. Total Positions Hired	128	97.7%	0.0%
B. Retention			
1. Employees Terminated	70	87.1%	4.3%
Attendance	5	60.0%	0.0%
Death	0	0.0%	0.0%
End of Temporary Employment	0	0.0%	0.0%
Failure To Meet Min Employment Req.	3	100.0%	0.0%
Failure to Return from Leave	3	66.7%	33.3%
Gross Misconduct	0	0.0%	0.0%
Misconduct	0	0.0%	0.0%
No Call-No Show	13	92.3%	0.0%
No Show Orientation	4	100.0%	0.0%
Personal Reasons	5	80.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	2	100.0%	0.0%
Resigned with Notice	7	71.4%	14.3%
Resigned without Notice	23	95.7%	4.3%
Returned to School	0	0.0%	0.0%
Short Term Disability Ended	1	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	0	0.0%	0.0%
Violation of Rules	4	100.0%	0.0%
Voluntary Separation Program	0	0.0%	0.0%
2. Promotions	35	80.0%	8.6%
Job titles of Promoted Cherokees			
Baker Helper		Lead Players Club Rep	
Bartender		Lead Electronic Cashier	
Cafe Associate		Materials Associate	
Cashiering Supervisor		Production Cook	
Casino Host		Revenue Audit Associate I	
Casino Service Representative		Security Guard/Armed	
Count/Drop Team Associate		Security Guard/Unarmed	
E Games tech 2		Wok Cook	
E-Games tech 1			
EVS Casino Attendant			
EVS Entry Casino Attendant			
EVS Lead Casino Attendant			
F & B Entry Level Supervisor			
F & B Supervisor - Level 3			
Facilities Supervisor			
Laundry Supervisor			
Lead Drop Team Associate			

IV. Other

Recycling (CNE Only):

Cardboard/paper	23.09 tons
Glass	06.52 tons
Mixed metal	00.21 tons
Plastic	00.15 tons

Employee Volunteer Hours:

242 total hours volunteered by CNB employees