

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**August 3, 2015  
Compiled by Gina Olaya, CNB  
Tribal and Community Relations Director  
Standard Report to the Tribal Council for the month of July 2015**

## I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation Businesses (Including All Employees)</b>	<b>6479</b>		
	1. <b>Cherokee Nation Businesses (Excluding Contract and Temporary Employees)</b>	<b>4943</b>	<b>71.3%</b>	<b>7.8%</b>
<b>B.</b>	1. <b>Cherokee Nation Entertainment</b>	<b>4114</b>	<b>73.3%</b>	<b>8.2%</b>
	2. Catoosa		58.1%	12.8%
	3. Ft. Gibson		93.3%	5.5%
	4. Jay Laundry		91.7%	8.3%
	5. Ramona		65.2%	7.3%
	6. Roland		84.8%	5.4%
	7. Sallisaw		89.4%	3.8%
	8. S. Coffeyville		80.0%	3.7%
	8. Tahlequah		92.6%	2.5%
	9. West Siloam		84.8%	4.2%
	10. Will Rogers Downs Corporate		62.8% 71.8%	7.4% 9.7%
<b>C.</b>	<b>Cherokee Nation Business</b>	<b>407</b>	<b>69.9%</b>	<b>8.4%</b>
<b>D.</b>	<b>Cherokee Nation Assurance</b>	<b>33</b>	<b>6.1%</b>	<b>0.0%</b>
<b>E.</b>	<b>Cherokee Nation Metal Works</b>	<b>45</b>	<b>79.5%</b>	<b>2.3%</b>
<b>F.</b>	<b>Cherokee Nation Construction Services</b>	<b>52</b>	<b>0.0%</b>	<b>0.0%</b>
<b>G.</b>	<b>Cherokee Nation Technology</b>	<b>269</b>	<b>25.0%</b>	<b>0.0%</b>
<b>H.</b>	<b>Cherokee Services Group</b>	<b>123</b>	<b>0.0%</b>	<b>0.0%</b>
<b>I.</b>	<b>Cherokee Security and Defense</b>	<b>14</b>	<b>21.4%</b>	<b>0.0%</b>
<b>J.</b>	<b>Cherokee Nation Industries</b>	<b>45</b>	<b>71.1%</b>	<b>11.1%</b>
<b>K.</b>	<b>CN Aerospace and Defense, LLC</b>	<b>13</b>	<b>92.3%</b>	<b>0.0%</b>
<b>L.</b>	<b>CND LLC</b>	<b>246</b>	<b>83.3%</b>	<b>6.5%</b>
<b>M.</b>	<b>Cherokee Nation Red Wing</b>	<b>58</b>	<b>15.5%</b>	<b>1.7%</b>
<b>N.</b>	<b>Cherokee Nation Medical Services</b>	<b>41</b>	<b>0.0%</b>	<b>0.0%</b>
<b>O.</b>	<b>Cherokee Nation Health Services</b>	<b>150</b>	<b>0.0%</b>	<b>0.0%</b>
<b>P.</b>	<b>Blue Ribbons Downs</b>	<b>3</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Q.</b>	<b>Cherokee Nation Government Solutions</b>	<b>79</b>	<b>0.0%</b>	<b>0.0%</b>
<b>R.</b>	<b>Cherokee Nation Technology Solutions</b>	<b>659</b>	<b>0.0%</b>	<b>0.0%</b>
<b>S.</b>	<b>Cherokee CRC LLC</b>	<b>37</b>	<b>10.8%</b>	<b>2.7%</b>
<b>T.</b>	<b>Cherokee Nation 3S</b>	<b>26</b>	<b>15.4%</b>	<b>0.0%</b>
<b>U.</b>	<b>Cherokee Nation Construction Services</b>	<b>13</b>	<b>92.3%</b>	<b>0.0%</b>
<b>V.</b>	<b>CN Mission Solutions</b>	<b>7</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%	0.0%
2.	Director/General Manager	73	57.5%	5.5%
3.	Manager	476	52.1%	4.0%
4.	Supervisor	229	69.9%	5.2%
5.	Non Management	5670	55.1%	7.2%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	30	63.3%	6.7%
3.	Manager	222	74.8%	3.2%
4.	Supervisor	199	71.9%	4.5%
5.	Non Management	3659	72.3%	9.2%
<b>C.</b>	<b>Cherokee Nation Business</b>			
1.	Vice President and above	17	64.7%	0.0%
2.	Director/General Manager	20	50.0%	10.0%
3.	Manager	92	68.5%	7.6%
4.	Supervisor	8	75.0%	25.0%
5.	Non Management	270	72.6%	8.9%
<b>D.</b>	<b>Cherokee Nation Assurance</b>			
1.	Vice President and above	1	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	29	0.0%	0.0%
<b>E.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	4	25.0%	0.0%
3.	Manager	16	0.0%	6.3%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	31	0.0%	3.2%

*\*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	50.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	40	82.5%	2.5%
<b>G.</b>	<b>Cherokee Nation Technology</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	16	6.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	252	0.0%	7.1%
<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	7	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	115	1.7%	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	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	10	20.0%	0.0%
<b>J.</b>	<b>Cherokee Nation Industries</b>			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	3	100.0%	0.0%
4.	Supervisor	2	50.0%	0.0%
5.	Non Management	34	73.5%	14.7%
<b>K.</b>	<b>CND LLC.</b>			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	3	100.0%	0.0%
3.	Manager	4	50.0%	25.0%
4.	Supervisor	11	72.7%	9.1%
5.	Non Management	218	87.6%	6.4%

*\*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	12	8.3%	8.3%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	44	15.9%	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	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	37	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	1	100.0%	0.0%
3.	Manager	5	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	142	0.0%	3.5%
<b>O.</b>	<b>Blue Ribbons Downs</b>			
1.	Vice President and above	0	0.00%	0.00%
2.	Director/General Manager	0	0.00%	0.00%
3.	Manager	0	0.00%	0.00%
4.	Supervisor	0	0.00%	0.00%
5.	Non Management	3	66.67%	0.00%
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>			
1.	Vice President and above	1	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	75	0.0%	0.0%
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	63	0.0%	0.0%
4.	Supervisor	4	0.0%	0.0%
5.	Non Management	590	0.2%	0.3%

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>R.</b>	<b>Cherokee CRC LLC</b>			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	11	9.1%	18.2%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	24	4.2%	8.3%
<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**

	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>A. Hiring Practices</b>			
1. Active Resumes/Applications	2197	24.8%	7.6%
2. Total Positions Hired	126	61.9%	16.7%
<b>B. Retention</b>			
<b>1. Employees Terminated</b>	<b>110</b>	<b>76.4%</b>	<b>10.9%</b>
Attendance	6	66.7%	0.0%
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	0	0.0%	0.0%
Failure To Meet Min Employment Req.	6	50.0%	0.0%
Failure to Return from Leave	3	66.7%	0.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	0	0.0%	0.0%
No Call-No Show	9	66.7%	0.0%
No Show Orientation	1	100.0%	0.0%
Personal Reasons	0	0.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	0	0.0%	0.0%
Resigned without Notice	31	83.9%	0.0%
Return to School	48	72.9%	0.0%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	2	100.0%	0.0%
Violation of Rules	0	0.0%	0.0%
Voluntary Separation Program	4	75.0%	0.0%

2. Promotions	Total	Cherokee	Other Tribe
<b>Job titles of Promoted Cherokees</b>	55	78.2%	3.6%
Accountant II			
Buyer I			
Buyer III			
Card Games Manager			
Card Games Shift Mgr. - Large			
Casino Shift Manager			
Controller I- Cage Ops			
Controller I- Ops Accounting			
Customer Service Administrator			
Director of Casino Operations			
Drop Count Associate I			
Dual Rate Lead			
Dual Rate Lead - Catoosa			
E-Games tech 1			
F & B Manager - Level 3			
F & B Manager - Level 5			
F & B Supervisor - Level 1			
Fac/Maint. Associate			
Front Office Lead			
Inventory Control Associate			
Lead Cashier			
Lead Fac.Maintenance Associate			
Lead Main Cage Cashier			
Lead Simulcast Teller			
Main Cage Cashier			
Players Club Shift Supervisor			
Players Club Supervisor			
Poker Floor Lead			
Production Cook			
Room Inspector			
Saucier Cook			
Security Guard/Armed			
Simulcast Manager			
Table Games Floor Lead			
WRD Customer Service Rep.			