

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**August 17, 2012
Compiled by Gina Olaya, CNB
Tribal and Community Relations Director
Standard Report to the Tribal Council for the month of July 2012.**

I. Tribal Employment:

| | | Total Employees* | Cherokee | Other Tribe |
|-----------|----------------------------------------------|-----------------------------|------------------------|------------------------|
| A. | All Cherokee Nation businesses | 4,131 | 68.9% | 8.4% |
| B. | Cherokee Nation Entertainment | 3,306 | 72.2% | 10.3% |
| 1. | Catoosa | | 62.5% | 10.2% |
| 2. | Ft. Gibson | | 86.6% | 8.5% |
| 3. | Jay Laundry | | 90.9% | 9.1% |
| 4. | Ramona | | 79.2% | 3.3% |
| 5. | Roland | | 78.2% | 5.2% |
| 6. | Sallisaw | | 85.0% | 8.3% |
| 7. | Tahlequah | | 85.1% | 9.9% |
| 8. | West Siloam | | 77.2% | 6.3% |
| 9. | Will Rogers Downs | | 64.4% | 4.8% |
| 10. | Corporate | | 71.0% | 9.5% |
| C. | Cherokee Nation Business | 252 | 71.0% | 8.5% |
| D. | Cherokee Nation Assurance | 1 | 100% | 0.0% |
| E. | Cherokee Nation Metal Works | 33 | 42.4% | 3.0% |
| F. | Cherokee Nation Construction Services | 7 | 28.6% | 28.6% |
| G. | Cherokee Nation Technology | 5 | 0.0% | 0.0% |
| H. | Cherokee Services Group | 18 | 33.3% | 5.6% |
| I. | Cherokee Security and Defense | 9 | 22.2% | 11.1% |
| J. | Cherokee Nation Industries | 57 | 64.9% | 12.3% |
| K. | CND LLC | 254 | 84.6% | 7.5% |
| L. | Cherokee Nation Red Wing | 26 | 23.1% | 3.8% |
| M. | Cherokee Nation Medical Services | 5 | 20.0% | 0.0% |
| N. | Cherokee Nation Health Services | 5 | 20.0% | 0.0% |
| O. | Mobility Plus | 83 | 28.9% | 4.8% |
| P. | Cherokee Nation Government Solutions | 29 | <i>(Not Available)</i> | <i>(Not Available)</i> |
| Q. | Cherokee Nation Technology Solutions | 4 | <i>(Not Available)</i> | <i>(Not Available)</i> |

**Includes Only Non Contract Regular Employees*

II. Organization Levels:

| | | Total Employees* | Cherokee | Other Tribe |
|-----------|----------------------------------------------|---------------------|----------|-------------|
| A. | All Cherokee Nation businesses | | | |
| 1. | Vice President and above | 27 | 55.6% | 0.0% |
| 2. | Director/General Manager | 41 | 46.3% | 7.3% |
| 3. | Manager | 290 | 63.8% | 5.5% |
| 4. | Supervisor | 229 | 70.7% | 6.1% |
| 5. | Non Management | 4029 | 62.7% | 8.1% |
| 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 | 74.7% | 6.6% |
| 4. | Supervisor | 222 | 70.7% | 6.3% |
| 5. | Non Management | 2992 | 70.6% | 8.9% |
| C. | Cherokee Nation Business | | | |
| 1. | Vice President and above | 15 | 73.3% | 0.0% |
| 2. | Director/General Manager | 17 | 52.9% | 5.9% |
| 3. | Manager | 59 | 55.9% | 5.1% |
| 4. | Supervisor | 6 | 66.7% | 0.0% |
| 5. | Non Management | 208 | 72.1% | 11.1% |
| D. | Cherokee Nation Assurance | | | |
| 1. | Vice President and above | | | |
| 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 | 2 | 0.0% | 50.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 12 | 8.3% | 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 | 0 | 0.0% | 0.0% |
| 3. | Manager | 2 | 50.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 31 | 41.9% | 3.2% |
| G. | Cherokee Nation Technology | | | |
| 1. | Vice President and above | 1 | 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 | 55 | 1.8% | 3.6% |
| H. | Cherokee Services Group | | | |
| 1. | Vice President and above | 2 | 0.0% | 0.0% |
| 2. | Director/General Manager | 1 | 100% | 0.0% |
| 3. | Manager | 19 | 15.8% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 194 | 1.5% | 1.5% |
| 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 | 7 | 0.0% | 14.3% |
| J. | Cherokee Nation Industries | | | |
| 1. | Vice President and above | 5 | 60.0% | 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 | 47 | 66.0% | 14.9% |
| K. | CND LLC. | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 0 | 0.0% | 0.0% |
| 3. | Manager | 9 | 77.8% | 0.0% |
| 4. | Supervisor | 1 | 100.0% | 0.0% |
| 5. | Non Management | 244 | 84.8% | 7.8% |

**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 | 0.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 24 | 25.0% | 4.2% |
| 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 | 158 | 1.9% | 0.0% |
| 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 | 2 | 50.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 57 | 0.0% | 0.0% |
| O. | Mobility Plus | | Not | Currently |
| 1. | Vice President and above | | | Available |
| 2. | Director/General Manager | | | |
| 3. | Manager | | | |
| 4. | Supervisor | | | |
| 5. | Non Management | | | |
| P. | Cherokee Nation Government Solutions | | Not | Currently |
| 1. | Vice President and above | | | Available |
| 2. | Director/General Manager | | | |
| 3. | Manager | | | |
| 4. | Supervisor | | | |
| 5. | Non Management | | | |
| Q. | Cherokee Nation Technology Solutions | | Not | Currently |
| 1. | Vice President and above | | | Available |
| 2. | Director/General Manager | | | |
| 3. | Manager | | | |
| 4. | Supervisor | | | |
| 5. | Non Management | | | |

**Includes all Employees*

III. Additional Cherokee Nation Enterprises information

| | Total | Cherokee | Other Tribe |
|-----------------------------------------|---------------------|--------------|----------------|
| A. Hiring Practices | | | |
| 1. Active Resumes/Applications | 1876 | 37.1% | 7.7% |
| 2. Total Positions Hired | 116 | 93.1% | 6.9% |
| B. Retention | | | |
| 1. Employees Terminated | 98 | 80.6% | 5.1% |
| Attendance | 4 | 100.0% | 0.0% |
| Death | 1 | 100.0% | 0.0% |
| End of Temporary Employment | 3 | 100.0% | 0.0% |
| Failure To Meet Min Emplmt Req | 0 | 0.0% | 0.0% |
| Failure to Return from Leave | 4 | 25.0% | 0.0% |
| Gross Misconduct | 0 | 0.0% | 0.0% |
| Misconduct | 1 | 100.0% | 0.0% |
| No Call-No Show | 14 | 92.9% | 0.0% |
| No Show Orientation | 2 | 100.0% | 0.0% |
| Personal Reasons | 0 | 0.0% | 0.0% |
| Resignation-Other Position | 2 | 0.0% | 0.0% |
| Resigned with Notice | 22 | 77.3% | 0.0% |
| Resigned without Notice | 37 | 83.8% | 5.4% |
| Returned to School | 4 | 100.0% | 0.0% |
| Short Term Disability Ended | 0 | 0.0% | 0.0% |
| Transfer to Affiliate | 1 | 100.0% | 0.0% |
| Unsatisfactory Performance | 1 | 100.0% | 0.0% |
| Violation of Rules | 2 | 50.0% | 0.0% |
| Voluntary Separation Program | 0 | 0.0% | 0.0% |
| 2. Promotions | 43 | 76.7% | 7.0% |
| Job titles of Promoted Cherokees | | | |
| Casino Service Representative | Sales Coordinator I | | |
| Casino Shift Manager | Room Inspector | | |
| E Games tech 2 | Saucier Cook | | |
| E-Games tech 1 | | | |
| EVS Casino Attendant | | | |
| EVS Cleaning Specialist | | | |
| F & B Entry Level Supervisor | | | |
| Fine Dining Chef | | | |
| Front Office Shift Supervisor | | | |
| HVAC Licensed Journeyman | | | |
| Lead Security Guard | | | |
| Lead Surveillance | | | |
| Main Cage Supervisor | | | |
| Production Cook | | | |

I. Community Involvement/Volunteer Hours – All CNB employees

378 Volunteer hours logged

II. Recycle Program for the month of November – CNE Only

- i. Paper weight recycled – 20.01 tons
- ii. Plastic recycled – 0.1 ton
- iii. Glass recycled – 6.47 tons
- iv. Mixed metal – 0.17 ton