

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

May 23, 2013
Compiled by Gina Olaya, CNB
Tribal and Community Relations Director
Standard Report to the Tribal Council for the month of April 2013

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	5583		
1.	Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees)</i>	4,401	73.3%	7.6%
B.	Cherokee Nation Entertainment	3500	75.3%	7.3%
1.	Catoosa		68.3%	9.0%
2.	Ft. Gibson		91.8%	6.1%
3.	Jay Laundry		90.0%	10.0%
4.	Ramona		87.3%	2.3%
5.	Roland		79.0%	4.8%
6.	Sallisaw		87.4%	6.7%
7.	Tahlequah		85.6%	6.3%
8.	West Siloam		80.0%	5.5%
9.	Will Rogers Downs		68.1%	2.1%
10.	Corporate		69.6%	10.3%
C.	Cherokee Nation Business	319	70.5%	10.0%
D.	Cherokee Nation Assurance	1	100%	0.0%
E.	Cherokee Nation Metal Works	38	63.2%	2.6%
F.	Cherokee Nation Construction Services	7	28.6%	14.3%
G.	Cherokee Nation Technology	1	100.0%	0.0%
H.	Cherokee Services Group	4	0.0%	0.0%
I.	Cherokee Security and Defense	3	66.7%	0.0%
J.	Cherokee Nation Industries	76	71.1%	11.8%
K.	CN Aerospace and Defense, LLC	5	100.0%	0.0%
L.	CND LLC	266	85.3%	7.5%
M.	Cherokee Nation Red Wing	24	16.7%	4.2%
N.	Cherokee Nation Medical Services	3	33.3%	0.0%
O.	Cherokee Nation Health Services	4	25.0%	25.0%
P.	Mobility Plus	88	35.2%	5.7%
Q.	Cherokee Nation Government Solutions	5	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	2	0.0%	0.0%
S.	Cherokee CRC LLC	55	20.7%	10.3%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	29	55.2%	3.4%
2.	Director/General Manager	50	56.0%	6.0%
3.	Manager	359	54.6%	4.7%
4.	Supervisor	270	70.7%	5.2%
5.	Non Management	4763	59.9%	6.6%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	4	75.0%	0.0%
2.	Director/General Manager	21	38.1%	9.5%
3.	Manager	182	74.2%	6.6%
4.	Supervisor	259	71.4%	5.4%
5.	Non Management	3146	75.5%	7.6%
C.	Cherokee Nation Business			
1.	Vice President and above	13	76.9%	7.7%
2.	Director/General Manager	14	64.3%	7.1%
3.	Manager	76	59.2%	5.3%
4.	Supervisor	6	66.7%	0.0%
5.	Non Management	236	71.6%	11.4%
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%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	15	6.7%	26.7%

**Includes all Employees*

		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	1	100.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	36	61.1%	2.8%
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	49	2.0%	4.1%
H.	Cherokee Services Group			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	13	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	199	.5%	0.0%
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	0.0%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	4	100.0%	0.0%
2.	Director/General Manager	1	50.0%	0.0%
3.	Manager	5	60.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	66	71.2%	13.6%
K.	CND LLC.			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	5	80.0%	0.0%
4.	Supervisor	2	100.0%	0.0%
5.	Non Management	256	85.5%	7.8%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
L.	Cherokee Nation Red Wing			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	3	33.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	19	15.8%	5.3%
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	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	78	1.3%	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	5	20.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	106	0.0%	2.8%
O.	Mobility Plus			
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			
		<i>Not</i>	<i>Currently</i>	<i>Available</i>
P.	Cherokee Nation Government Solutions			
1.	Vice President and above	3	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	37	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	211	.5%	0.0%
Q.	Cherokee Nation Technology Solutions			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	13	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	297	0.0%	.3%
R.	Cherokee CRC LLC			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	3	100.0%	0.0%
3.	Manager	11	36.4%	9.1%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	43	11.6%	14.0%

III. Additional Cherokee Nation Enterprises information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1846	35.4%	7.6%
2. Total Positions Hired	131	96.2%	3.8%
B. Retention			
1. Employees Terminated	102	64.7%	2.0%
Attendance	7	85.7%	0.0%
Death	0	0.0%	0.0%
End of Temporary Employment	1	100.0%	0.0%
Failure To Meet Min Employment Req.	3	33.3%	0.0%
Failure to Return from Leave	4	50.0%	0.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	1	0.0%	100.0%
No Call-No Show	15	53.3%	0.0%
No Show Orientation	1	100.0%	0.0%
Personal Reasons	2	50.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	2	50.0%	0.0%
Resigned with Notice	15	66.7	6.7%
Resigned without Notice	43	72.1%	0.0%
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	0	0.0%	0.0%
Violation of Rules	8	50.0%	0.0%
Voluntary Separation Program	0	0.0%	0.0%
2. Promotions	29	86.2%	0.0%
Job titles of Promoted Cherokees			
Casino Ops. Mgr. - Med		Sr. Manager of Card Games	
Casino Shift Manager		Table Games Dual Rate	
Drop Count Associate II		Wok Cook	
Dual Rate Lead			
F & B Entry Level Supervisor			
F & B Supervisor - Level 1			
Hotel Detective			
Inn Manager			
Lead Operations Officer			
Main Cage Cashier			
Revenue Audit Manager II			
Revenue Audit Manager III			
Roland & Sallisa Bartender Day			
Security Guard/Armed			
Security Guard/Unarmed			
Sr. Dealer			

Other Information:

April Recycling Totals (CNE only):

Cardboard/Paper: 19.2875

Glass: 4.745

Mixed Metal: 0.0995

Plastic: 0.1005

Total April 2013 CNB event volunteer hours: 317