

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



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

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6405		
	1. Cherokee Nation Businesses (Excluding Contract and Temporary Employees)	4925	70.9%	7.8%
B.	1. Cherokee Nation Entertainment	4069	73.1%	8.2%
	2. Catoosa		57.5%	12.9%
	3. Ft. Gibson		93.1%	5.7%
	4. Jay Laundry		92.0%	8.0%
	5. Ramona		64.7%	7.2%
	6. Roland		84.5%	5.3%
	7. Sallisaw		89.1%	3.9%
	8. S. Coffeyville		81.2%	3.8%
	8. Tahlequah		92.6%	2.5%
	9. West Siloam		85.1%	4.2%
	10. Will Rogers Downs Corporate		64.4% 72.1%	7.4% 10.0%
C.	Cherokee Nation Business	406	70.3%	8.5%
D.	Cherokee Nation Assurance	63	3.3%	0.0%
E.	Cherokee Nation Metal Works	42	80.5%	2.4%
F.	Cherokee Nation Construction Services	52	0.0%	0.0%
G.	Cherokee Nation Technology	241	33.3%	0.0%
H.	Cherokee Services Group	124	0.0%	0.0%
I.	Cherokee Security and Defense	14	21.4%	0.0%
J.	Cherokee Nation Industries	44	70.5%	11.4%
K.	CN Aerospace and Defense, LLC	11	90.9%	0.0%
L.	CND LLC	244	83.2%	6.6%
M.	Cherokee Nation Red Wing	57	16.1%	1.8%
N.	Cherokee Nation Medical Services	42	0.0%	0.0%
O.	Cherokee Nation Health Services	148	0.0%	0.0%
P.	Blue Ribbons Downs	3	0.0%	0.0%
Q.	Cherokee Nation Government Solutions	75	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	642	0.0%	0.0%
S.	Cherokee CRC LLC	37	10.8%	2.7%
T.	Cherokee Nation 3S	26	15.4%	0.0%
U.	Cherokee Nation Construction Services	12	91.7%	0.0%
V.	CN Mission Solutions	10	100.0%	0.0%
W.	Cherokee Nat Office Solutions	2	50.0%	0.0%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	31	54.8%	0.0%
2.	Director/General Manager	72	58.3%	5.6%
3.	Manager	477	52.2%	4.0%
4.	Supervisor	232	69.8%	5.2%
5.	Non Management	5593	55.1%	7.2%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	30	63.3%	6.7%
3.	Manager	224	74.6%	3.6%
4.	Supervisor	202	71.8%	4.5%
5.	Non Management	3609	72.3%	9.1%
C.	Cherokee Nation Business			
1.	Vice President and above	17	64.7%	0.0%
2.	Director/General Manager	19	52.6%	10.5%
3.	Manager	92	69.6%	6.5%
4.	Supervisor	8	75.0%	25.0%
5.	Non Management	270	72.2%	9.3%
D.	Cherokee Nation Assurance			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	5	20.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	56	0.0%	0.0%
E.	Cherokee Nation Construction Services			
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
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	3	66.7%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	38	81.6%	2.6%
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	15	6.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	225	0.0%	8.0%
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	6	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	117	1.7%	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	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	10	20.0%	0.0%
J.	Cherokee Nation Industries			
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	33	72.7%	15.2%
K.	CND LLC.			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	3	100.0%	0.0%
3.	Manager	5	40.0%	20.0%
4.	Supervisor	11	72.7%	9.1%
5.	Non Management	216	87.5%	6.5%

**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	1	0.0%	0.0%
3.	Manager	11	9.1%	9.1%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	44	15.9%	0.0%
M.	Cherokee Nation Medical Services			
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	38	0.0%	0.0%
N.	Cherokee Nation Health Services			
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	140	0.0%	3.6%
O.	Blue Ribbons Downs			
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%
P.	Cherokee Nation Government Solutions			
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	71	0.0%	0.0%
Q.	Cherokee Nation Technology Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	64	0.0%	0.0%
4.	Supervisor	4	0.0%	0.0%
5.	Non Management	572	0.2%	0.3%

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	10	10.0%	20.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	25	4.0%	8.0%
S.	CN Mission Solutions			
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%
T.	Cherokee Nat Office Solutions			
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
A. Hiring Practices			
1. Active Resumes/Applications	1882	26.5%	6.8%
2. Total Positions Hired	108	69.4%	11.1%
B. Retention			
1. Employees Terminated	132	74.2%	8.3%
Attendance	1	100.0%	0.0%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	3	0.0%	0.0%
Death	1	0.0%	0.0%
Elimination of Position	0	0.0%	0.0%
End Temporary Employment	1	0.0%	0.0%
Failure To Meet Min Employment Req.	6	83.3%	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	10	70.0%	0.0%
No Show Orientation	1	100.0%	0.0%
Personal Reasons	0	0.0%	0.0%
Relocation	1	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	0	0.0%	0.0%
Resigned without Notice	43	74.4%	0.0%
Return to School	54	74.1%	0.0%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	1	0.0%	0.0%
Violation of Rules	1	0.0%	0.0%
Voluntary Separation Program	6	66.7%	0.0%

	Total	Cherokee	Other Tribe
2. Promotions	63	84.1%	6.3%
Job titles of Promoted Cherokees			
Accounting Manager I			
Bell Associate			
Buffet Associate			
Buyer II			
Cafe Associate			
Cage shift Manager			
Cage Supervisor			
Casino Service Representative			
Customer Service Administrator			
Dual Rate Lead			
E Games Tech 3			
EVS Casino Attendant			
F & B Manager - Level 1			
F & B Manager - Level 3			
F & B Supervisor - Level 2			
Hard Rock Retail Sales Associa			
Inventory & Data Entry Assoc I			
Lead Fac.Maintenance Associate			
Lead Games Cashier/Retail			
Lead Main Cage Cashier			
Lead Materials Associate			
Lead Night Clerks - Hotel			
Lead Players Club Rep			
Lead Security Guard			
Lead Simulcast Teller			
Main Cage Cashier			
Materials Supervisor			
Mixologist			
Players Club Supervisor			
Production Cook			
Retail Cashier			
Revenue Audit Associate I			
Revenue Audit Associate II			
Saucier Cook			
Security Guard/Armed			
Security Guard/Unarmed			
Sr. Manager of Card Games			
Sr. Marketing Manager			
Steakhouse Server Assistant			
Surveillance Agent			