

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**December 2, 2013, 2013
Compiled by Gina Olaya, CNB
Tribal and Community Relations Director
Standard Report to the Tribal Council for the month of October 2013**

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	5801		
1.	Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees)</i>	4512	74.0%	7.9%
B.	Cherokee Nation Entertainment	3532	75.0%	8.2%
1.	Catoosa		67.5%	9.9%
2.	Ft. Gibson		90.5%	7.6%
3.	Jay Laundry		88.0%	12.0%
4.	Ramona		79.0%	6.6%
5.	Roland		82.5%	4.1%
6.	Sallisaw		86.8%	6.6%
7.	Tahlequah		84.3%	6.2%
8.	West Siloam		80.1%	6.0%
9.	Will Rogers Downs		71.3%	2.1%
10.	Corporate		69.3%	9.9%
C.	Cherokee Nation Business	325	74.8%	10.2%
D.	Cherokee Nation Assurance	3	33.3%	33.3%
E.	Cherokee Nation Metal Works	40	57.5%	7.5%
F.	Cherokee Nation Construction Services	6	16.7%	16.7%
G.	Cherokee Nation Technology	2	50.0%	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	138	84.1%	7.2%
K.	CN Aerospace and Defense, LLC	5	100.0%	0.0%
L.	CND LLC	282	87.9%	5.7%
M.	Cherokee Nation Red Wing	23	13.6%	4.3%
N.	Cherokee Nation Medical Services	2	0.0	0.0%
O.	Cherokee Nation Health Services	5	20.0%	0.0%
P.	Mobility Plus	81	32.1%	4.9%
Q.	Cherokee Nation Government Solutions	4	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	3	0.0%	0.0%
S.	Cherokee CRC LLC	39	20.0%	4.4%
T.	Cherokee Nation 3S	4	25.0%	50.0%
U.	Cherokee Nation Construction Services	8	87.5%	12.5%
V.	CN Mission Solutions	1	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	29	62.1%	3.4%
2.	Director/General Manager	52	48.1%	7.7%
3.	Manager	391	55.2%	4.6%
4.	Supervisor	282	70.9%	5.3%
5.	Non Management	4942	59.8%	6.8%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	4	75.0%	0.0%
2.	Director/General Manager	20	45.0%	5.0%
3.	Manager	192	76.0%	5.7%
4.	Supervisor	263	73.0%	5.3%
5.	Non Management	3173	74.8%	8.4%
C.	Cherokee Nation Business			
1.	Vice President and above	13	76.9%	7.7%
2.	Director/General Manager	13	61.5%	15.4%
3.	Manager	80	65.0%	5.0%
4.	Supervisor	7	57.1%	14.3%
5.	Non Management	262	73.7%	9.9%
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	2	0.0%	50.0%
E.	Cherokee Nation Construction Services			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	3	33.3%	0.0%
3.	Manager	6	0.0%	16.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	18	0.0%	22.2%

**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	33.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	37	59.5%	8.1%
G.	Cherokee Nation Technology			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	3	33.3%	0.0%
3.	Manager	5	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	97	0.0%	0.0%
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	13	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	140	.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	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	3	100.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	5	60.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	126	85.7%	7.9%
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%	20.0%
4.	Supervisor	4	75.0%	0.0%
5.	Non Management	270	88.5%	5.6%

**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	3	33.3%	33.3%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	20	10.0%	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	2	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	70	0.0%	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	104	0.0%	2.9%
O.	Mobility Plus	<i>Not</i>	<i>Currently</i>	<i>Available</i>
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			
P.	Cherokee Nation Government Solutions			
1.	Vice President and above	2	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	21	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	132	.8%	.8%
Q.	Cherokee Nation Technology Solutions			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	37	0.0%	0.0%
4.	Supervisor	6	0.0%	0.0%
5.	Non Management	428	0.0%	0.0%

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	3	66.7%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	8	37.5%	0.0%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	34	11.8%	17.6%
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	1	100.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	3	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	1777	31.4%	7.7%
2. Total Positions Hired	125	64.8%	16.8%
B. Retention			
1. Employees Terminated	124	83.1%	8.1%
Attendance	8	100.0%	0.0%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	1	100.0%	0.0%
Death	0	0.0%	0.0%
End of Temporary Employment	1	100.0%	0.0%
Failure To Meet Min Employment Req.	4	50.0%	25.0%
Failure to Return from Leave	4	75.0%	25.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	2	0.0%	100.0%
No Call-No Show	27	85.2%	11.1%
No Show Orientation	10	90.0%	0.0%
Personal Reasons	1	100.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	2	100.0%	0.0%
Resigned with Notice	14	100.0%	6.1%
Resigned without Notice	38	81.6%	5.3%
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	1	0.0%	0.0%
Violation of Rules	11	72.7%	0.0%
Voluntary Separation Program	0	0.0%	0.0%

2. Promotions	Total 44	Cherokee 79.5%	Other Tribe 4.5%
Job titles of Promoted Cherokees			
Bartender			
Beverage Associate			
Drop Count Lead			
E Games tech 2			
ES Associate - Level 3			
ES Associate - Level 5			
F & B Supervisor - Level 2			
Fac/Maint. Associate			
Financial Analyst II			
Hotel Manager- Medium			
Lead Surveillance Agent			
Manager of Finance			
Production Cook			
Room Inspector			
Security Guard/Unarmed			
WRD Gaming Cashier			
Buyer II			
Cage Supervisor			
Casino Ops. Mgr. - Med			
Casino Service			
Representative			
E-Games tech 1			
EVS Casino Attendant			
EVS Lead Casino Attendant			
F & B Entry Level			
Supervisor			
F & B Supervisor - Level 1			
Security Guard/Armed			
Sous Chef			
Sr. Dealer			
Buffet Stock/Bus Person			