

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**CHEROKEE NATION™**  
**Businesses**

**June 27, 2012**  
**Compiled by Gina Olaya, CNB**  
**Tribal and Community Relations Director**  
**Standard Report to the Tribal Council for the month of May 2012.**

# I. Tribal Employment:

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>A.</b>	<b>All Cherokee Nation businesses</b>	<b>4,129</b>	<b>67.6%</b>	<b>8.8%</b>
<b>B.</b>	<b>Cherokee Nation Entertainment</b>	<b>3,311</b>	<b>69.6%</b>	<b>9.1%</b>
1.	Catoosa		61.3%	10.6%
2.	Ft. Gibson		85.4%	8.5%
3.	Jay Laundry		100%	0.0%
4.	Ramona		76.0%	4.8%
5.	Roland		78.8%	5.2%
6.	Sallisaw		85.8%	7.9%
7.	Tahlequah		86.0%	9.1%
8.	West Siloam		75.4%	6.6%
9.	Will Rogers Downs		62.4%	5.7%
10.	Corporate		70.8%	9.3%
<b>C.</b>	<b>Cherokee Nation Business</b>	<b>248</b>	<b>70.6%</b>	<b>10.5%</b>
<b>D.</b>	<b>Cherokee Nation Assurance</b>	<b>1</b>	<b>100%</b>	<b>0.0%</b>
<b>E.</b>	<b>Cherokee Nation Metal Works</b>	<b>28</b>	<b>42.9%</b>	<b>0.0%</b>
<b>F.</b>	<b>Cherokee Nation Construction Services</b>	<b>7</b>	<b>28.6%</b>	<b>28.6%</b>
<b>G.</b>	<b>Cherokee Nation Technology</b>	<b>5</b>	<b>0.0%</b>	<b>0.0%</b>
<b>H.</b>	<b>Cherokee Services Group</b>	<b>20</b>	<b>30.0%</b>	<b>10.0%</b>
<b>I.</b>	<b>Cherokee Security and Defense</b>	<b>11</b>	<b>18.2%</b>	<b>9.1%</b>
<b>J.</b>	<b>Cherokee Nation Industries</b>	<b>59</b>	<b>61.0%</b>	<b>13.6%</b>
<b>K.</b>	<b>CND LLC</b>	<b>255</b>	<b>82.7%</b>	<b>7.1%</b>
<b>L.</b>	<b>Cherokee Nation Red Wing</b>	<b>19</b>	<b>31.6%</b>	<b>5.3%</b>
<b>M.</b>	<b>Cherokee Nation Medical Services</b>	<b>7</b>	<b>14.3%</b>	<b>0.0%</b>
<b>N.</b>	<b>Cherokee Nation Health Services</b>	<b>1</b>	<b>50.0%</b>	<b>0.0%</b>
<b>O.</b>	<b>Mobility Plus</b>	<b>87</b>	<b>32.2%</b>	<b>4.6%</b>
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>	<b>29</b>	<i>(Not Available)</i>	<i>(Not Available)</i>
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>	<b>3</b>	<i>(Not Available)</i>	<i>(Not Available)</i>

*\*Includes Only Non Contract Regular Employees*

## II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation businesses</b>			
1.	Vice President and above	23	56.5%	0.0%
2.	Director/General Manager	43	46.5%	7.0%
3.	Manager	289	63.3%	5.5%
4.	Supervisor	226	69.5%	6.2%
5.	Non Management	4007	62.2%	8.2%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	3	33.3%	0.0%
2.	Director/General Manager	19	31.6%	10.5%
3.	Manager	183	73.8%	6.6%
4.	Supervisor	218	69.3%	6.4%
5.	Non Management	3010	69.6%	9.0%
<b>C.</b>	<b>Cherokee Nation Business</b>			
1.	Vice President and above	14	71.4%	0.0%
2.	Director/General Manager	17	52.9%	5.9%
3.	Manager	58	56.9%	5.2%
4.	Supervisor	7	71.4%	0.0%
5.	Non Management	197	70.6%	11.7%
<b>D.</b>	<b>Cherokee Nation Assurance</b>			
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%
<b>E.</b>	<b>Cherokee Nation Construction Services</b>			
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	7	14.3%	42.9%

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<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	2	50.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	26	42.3%	0.0%
<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	2	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	23	4.3%	4.3%
<b>H.</b>	<b>Cherokee Services Group</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	3	66.7%	0.0%
3.	Manager	18	11.1%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	210	1.4%	1.9%
<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	1	100.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	9	0.0%	11.1%
<b>J.</b>	<b>Cherokee Nation Industries</b>			
1.	Vice President and above	8	62.5%	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	45	62.2%	17.8%
<b>K.</b>	<b>CND LLC.</b>			
1.	Vice President and above	2	50.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	9	66.7%	0.0%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	245	83.3%	7.3%

*\*Includes all Employees*

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>L.</b>	<b>Cherokee Nation Red Wing</b>			
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	17	29.4%	5.9%
<b>M.</b>	<b>Cherokee Nation Medical Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	5	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	157	1.9%	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	0	0.0%	0.0%
3.	Manager	1	100.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	56	0.0%	0.0%
<b>O.</b>	<b>Mobility Plus</b>			
		<b>Not</b>	<b>Currently</b>	<b>Available</b>
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>			
		<b>Not</b>	<b>Currently</b>	<b>Available</b>
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>			
		<b>Not</b>	<b>Currently</b>	<b>Available</b>
1.	Vice President and above			
2.	Director/General Manager			
3.	Manager			
4.	Supervisor			
5.	Non Management			

*\*Includes all Employees*

### III. Additional Cherokee Nation Enterprises information

	Total	Cherokee	Other Tribe
<b>A. Hiring Practices</b>			
1. Active Resumes/Applications	1599	37.6%	9.0%
2. Total Positions Hired	74	51.4%	47.3%
<b>B. Retention</b>			
<b>1. Employees Terminated</b>	<b>87</b>	<b>81.8%</b>	<b>4.5%</b>
Attendance	3	66.7%	0.0%
Death	0	0.0%	0.0%
End of Temporary Employment	3	100.0%	0.0%
Failure To Meet Min Emplmt Req	2	100.0%	0.0%
Failure to Return from Leave	5	60.0%	0.0%
Gross Misconduct	1	100.0%	0.0%
Misconduct	2	100.0%	0.0%
No Call-No Show	13	92.3%	0.0%
No Show Orientation	1	100.0%	0.0%
Personal Reasons	6	100.0%	0.0%
Resignation-Other Position	1	100.0%	0.0%
Resigned with Notice	23	82.6%	4.3%
Resigned without Notice	23	82.6%	0.0%
Short Term Disability Ended	1	100.0%	0.0%
Transfer to Affiliate	1	100.0%	0.0%
Violation of Rules	2	50.0%	0.0%
<b>Voluntary Separation Program</b>	<b>2</b>	<b>0.0%</b>	<b>100%</b>
<b>2. Promotions</b>	<b>27</b>	<b>81.5%</b>	<b>7.4%</b>
<b>Job titles of Promoted Cherokees</b>			
Casino Service Representative			
Chemical Technician			
Culinary - Utility II			
Customer Service Administrator			
Entry Casino Service Rep.			
EVS Casino Attendant			
EVS Supervisor			
Food and Beverage Associate			
Front Office Manager			
Hotel Servs. Shift Supervisor			
HVAC Apprentice			
Lead Main Cage Cashier			
Lead Players Club Rep			
Production Cook			
Retail Cashier			
Revenue Audit Associate I			
Sales Specialist			
Security Guard/Unarmed			

**a. Community Involvement/Volunteer Hours – All CNB employees**

254.25 Volunteer hours logged

**b. Recycle Program for the month of November – CNE Only**

- i. Paper weight recycled – 18.339
- ii. Plastic recycled – 0.249 tons
- iii. Glass recycled – 9.501 tons
- iv. Mixed metal – 0.349 ton