

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**October 31, 2013
Compiled by Gina Olaya, CNB
Tribal and Community Relations Director
Standard Report to the Tribal Council for the month of September 2013**

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	5734		
1.	Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees)</i>	4497	74.3%	7.6%
B.	Cherokee Nation Entertainment	3521	75.4%	7.8%
1.	Catoosa		68.5%	9.5%
2.	Ft. Gibson		90.6%	7.5%
3.	Jay Laundry		87.5%	12.5%
4.	Ramona		82.2%	5.7%
5.	Roland		81.8%	4.4%
6.	Sallisaw		86.7%	6.7%
7.	Tahlequah		83.2%	6.7%
8.	West Siloam		80.7%	5.8%
9.	Will Rogers Downs		70.2%	2.8%
10.	Corporate		69.5%	9.9%
C.	Cherokee Nation Business	325	74.2%	9.8%
D.	Cherokee Nation Assurance	3	33.3%	33.3%
E.	Cherokee Nation Metal Works	39	61.5%	5.1%
F.	Cherokee Nation Construction Services	6	16.7%	16.7%
G.	Cherokee Nation Technology	1	100.0%	0.0%
H.	Cherokee Services Group	5	0.0%	0.0%
I.	Cherokee Security and Defense	3	66.7%	0.0%
J.	Cherokee Nation Industries	128	82.8%	6.3%
K.	CN Aerospace and Defense, LLC	5	100.0%	0.0%
L.	CND LLC	287	88.5%	5.2%
M.	Cherokee Nation Red Wing	22	13.6%	4.5%
N.	Cherokee Nation Medical Services	3	0.0	0.0%
O.	Cherokee Nation Health Services	4	25.0%	0.0%
P.	Mobility Plus	84	33.3%	4.8%
Q.	Cherokee Nation Government Solutions	4	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	2	0.0%	0.0%
S.	Cherokee CRC LLC	41	17.0%	4.3%
T.	CN Mission Solutions	1	100.0%	0.0%
U.	Cherokee Nat Office Solutions	1	100.0%	0.0%

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	52.0%	8.0%
3.	Manager	378	56.3%	4.0%
4.	Supervisor	270	71.5%	5.6%
5.	Non Management	4899	60.5%	6.7%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	3	66.7%	0.0%
2.	Director/General Manager	20	45.0%	5.0%
3.	Manager	187	60.0%	5.3%
4.	Supervisor	255	72.5%	5.5%
5.	Non Management	3174	75.4%	8.2%
C.	Cherokee Nation Business			
1.	Vice President and above	13	76.9%	7.7%
2.	Director/General Manager	14	57.1%	14.3%
3.	Manager	77	66.2%	3.9%
4.	Supervisor	7	57.1%	14.3%
5.	Non Management	258	73.3%	10.1%
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	5	0.0%	20.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	17	0.0%	23.5%

**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	36	63.9%	5.6%
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	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	74	0.0%	2.3%
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	14	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	170	.6%	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	75.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	7	57.1%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	116	84.5%	6.9%
K.	CND LLC.			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	4	100.0%	0.0%
4.	Supervisor	4	75.0%	0.0%
5.	Non Management	276	88.8%	5.4%

**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	18	11.1%	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	33.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	79	0.0%	1.3%
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	4	25.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	93	0.0%	3.2%
O.	Mobility Plus			
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	3	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	23	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	133	.8%	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	32	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	393	0.0%	0.0%

<i>Not</i>	<i>Currently</i>	<i>Available</i>

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	2	50.0%	0.0%
2.	Director/General Manager	3	66.7%	33.3%
3.	Manager	11	45.5%	10.0%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	42	16.7%	19.0%
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	11	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	1	100.0%	0.0%

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1811	33.7%	8.4%
2. Total Positions Hired	148	73.0%	18.9%
B. Retention			
1. Employees Terminated	142	84.5%	6.3%
Attendance	5	100%	0.0%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	0	0.0%	0.0%
End of Temporary Employment	1	100.0%	0.0%
Failure To Meet Min Employment Req.	0	0.0%	0.0%
Failure to Return from Leave	0	0.0%	0.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	2	100.0%	0.0%
No Call-No Show	19	94.7%	0.0%
No Show Orientation	19	73.7%	21.1%
Personal Reasons	3	66.7%	0.0%
Relocation	2	100.0%	0.0%
Resignation-Other Position	1	100.0%	0.0%
Resigned with Notice	33	87.9%	6.1%
Resigned without Notice	42	85.7%	7.1%
Returned to School	0	0.0%	0.0%
Short Term Disability Ended	2	0.0%	0.0%
Transfer to Affiliate	3	33.3%	0.0%
Unsatisfactory Performance	1	100.0%	0.0%
Violation of Rules	12	75.0%	0.0%
Voluntary Separation Program	0	0.0%	0.0%

	Total	Cherokee	Other Tribe
2. Promotions	23	100.0%	0.0%
Job titles of Promoted Cherokees			
Barista			
Cage Supervisor			
Casino Service Representative			
Count Team Associate			
Culinary - Utility II			
Director of Food and Beverage			
E-Games tech 1			
EVS Cleaning Specialist			
Host Manager			
Inventory & Data Entry Assoc 2			
Lead Laundry Attendant			
Lead Players Club Rep			
Lead Surveillance Agent			
Marketing Coordinator II			
Marketing Supervisor			
Mgr of Hospitality Service			
Production Cook			
Revenue Audit Associate I			
Revenue Audit Associate II			
Safety Manager			
Security Guard/Armed			
Sr. Dealer			
Table Games Floor Lead			