

Group: Marshal Service Month/Year of Report: August 2019

Executive Director: Shannon Buhl Phone: 918-207-3800

Email: shannon-buhl@cherokee.org

1. Budget Highlights-Please Refer to Monthly Financial Report

2. Program Highlights for July:

<u>District 1</u> <u>412 North</u>	<u>District 2</u> <u>412 South</u>
Information Report (8)	Information Report (9)
Warrants (2)	Warrants (4)
Other Agency Assists (6)	Other Agency Assists (53)
Warnings (3)	Warnings (0)
Citations (0)	Citations (0)
Alcohol/Drug Arrests (1)	Alcohol/Drug Arrests (1)
A&B/DV (1)	A&B /DV (0)
Burglary/Theft/Larceny (1)	Burglary/Theft/Larceny (1)
Sex Offense (2)	MVC (1)
ICW Assist (1) Harassment/Threats (1)	Vandalism (6)
Resist Arrest (1) MVC (4)	Knowingly Conceal Stolen Property (1)

3. Special Operations:

Dive/Swift Water (0)

SWAT (0)

Casino Requests (31)

4. Accomplishments:

Community and Cultural Outreach-Cheryl Williams

2019 Smart Symposium-Suzanne Drywater

Dignitary Protection-Matt Laney, Brian Catcher

Basic Instructor Development-Buddy Clinton

IALEIA-Scott Craig, Vince Smith, Brian Catcher, Matt Laney, Shawna Roach, Jon Ketcher

NCJTC-Shannon Buhl

5. Security:

Security Violations (19)

Vehicle Assists (19)

Incident Reports (6)

Events (7)

Cherokee Nation Election Commission Meeting (1), Council Parking (2),

Fireworks Show (1), Election Runoff (2), Camp Cherokee (1)

6. Facilities:

- Hastings (22) EDO
- Redbird Smith (0)
- Three Rivers (0)
- Cooweescoowee Ocheleta (0)
- Wilma P Mankiller (0)

7. Community:

8. Emergency Management:

CNEM continued operations with FEMA, State and local EM agencies due to the flood and tornado events to assist communities and citizens.
CNEM submitted the budget with the Oklahoma state health to contract for Medical Emergency Response Coordinator.
CNEM met with local agencies in response to the floods.
Coordinated efforts with other departments in support of local activities.
CNEM supported operations at the Porter Peach Festival.
CNEM will continue recovery operations for communities, citizens and tribal assets due to the emergency.

9. Patrols:

District 1	176
District 2	<u>475</u>
Total	651

Concerns addressed from last Rules:



August 2019

I. Budget Highlights

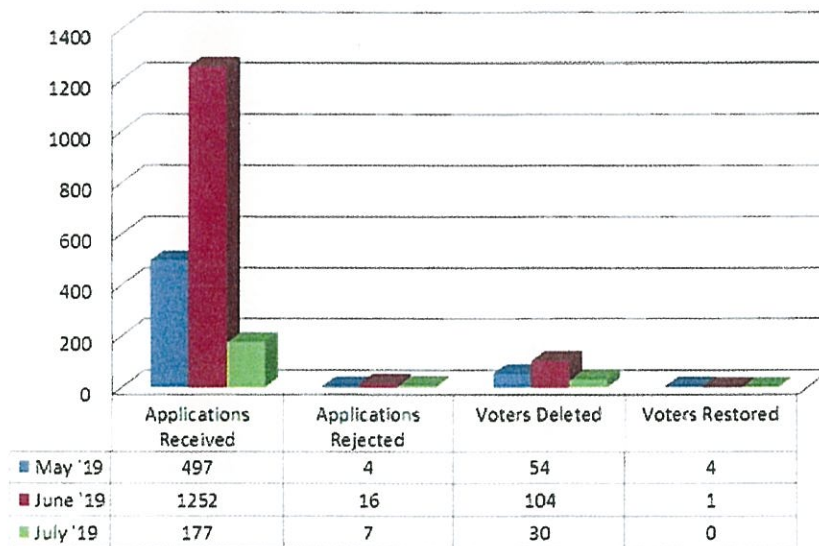
- a.) FY20 budget was submitted on time. FY19 is on target and we will continue to assess as the fiscal year closes.

II. Program Highlights

- a.) **Voter Processing:** As of 08/1/2019

73,705 Total Registered Voters; 42,333 In District; 31,372 At-Large

Voter Registration Statistics



- b.) **Statistical Report:**

Detailed Data by District and Precinct is attached.

III. Accomplishments

- a.) **2019 Election Cycle:**

The Election Commission conducted the 2019 General Run-Off Election with no contests. The Election Commission has also certified the outcome of the 2019 Election.



b.) Deceased/Relinquished Status:

The Election Commission has stayed current with monthly Tribal Registration deceased and relinquished citizen listings.

IV. Future Plans and Initiatives

- a.) With the close of the 2019 election cycle, the Election Commission eagerly anticipates attending Community Meetings once again this fall.
- b.) Continue to actively update and correct voter's addresses in the Election Commission database.
- c.) The Election Commission is always willing to answer any of the Council's questions. If at any time you have a question for our office, please feel free to email me or call the office. My email and our number are listed at the top of this report.

Date Range: 07/01/2019 - 07/31/2019

Applications Received

Voter Registration Applications	174
Absentee Applications	3
Total	177

Registration Applications Rejected

Insufficient Address	0
No Roll Number	2
Not Signed	5
Under Age	0
Total	7

Deleted Registrations

Duplicate	0
Voter Deceased	30
Voter Relinquished	0
Total	30

Registration Status Changes

Deleted Restored	0
Total	0

Chronicle- Voter Registration by District and Precinct

8/1/2019 8:11 AM

<u>District</u>	<u>Precinct</u>	<u>Voters</u>
District No. 9	Kenwood	130
	Salina (9)	549
Total for District		2,692
District No. 10	Afton	608
	Grove	735
	Jay (10)	815
	Pryor (10)	549
	Salina (10)	199
	Spavinaw	161
Total for District		3,067
District No. 11	S. Coffeyville	461
	Vinita	1,777
	Welch	136
Total for District		2,374
District No. 12	Bartlesville	1,675
	Nowata	725
	Skiatook	114
Total for District		2,514
District No. 13	Catoosa	337
	Collinsville	988
	Tulsa	1,842
Total for District		3,167
District No. 14	Chelsea	551
	Claremore (14)	2,476
	Oologah	431
Total for District		3,458
District No. 15	Claremore (15)	830
	Locust Grove	878
	Pryor (15)	869
	Salina (15)	52
Total for District		2,629
At Large	At Large	31,372
Total for District		31,372
Grand Total		73,705

Chronicle- Voter Registration by District and Precinct

8/1/2019 8:11 AM

<u>District</u>	<u>Precinct</u>	<u>Voters</u>
District No. 1	Hulbert	1,253
	Okay	308
	Tahlequah (1)	1,589
Total for District		3,150
District No. 2	Briggs	235
	Lowrey	241
	Tahlequah (2)	2,443
Total for District		2,919
District No. 3	Keys	955
	Tahlequah (3)	1,812
Total for District		2,767
District No. 4	Ft. Gibson	1,092
	Muskogee	535
	Warner	737
Total for District		2,364
District No. 5	Gore	318
	Sallisaw (5)	602
	Vian	1,150
Total for District		2,070
District No. 6	Belfonte	123
	Marble City	175
	Muldrow	1,652
	Sallisaw (6)	1,643
Total for District		3,593
District No. 7	Cave Springs	289
	Chewey	80
	Stilwell (7)	2,634
	Westville (7)	745
Total for District		3,748
District No. 8	Bell	270
	Stilwell (8)	1,078
	Westville (8)	473
Total for District		1,821
District No. 9	Jay (9)	696
	Kansas	1,317



CHEROKEE NATION TRIBAL COUNCIL RULES COMMITTEE REPORT

Group: Tax Commission

Month/Year of Report: August, 2019

Group Leader: Sharon Swepston

Phone: 918-453-5377

E-mail: Sharon-sweepston@cherokee.org

I. Budget Highlights

- a.) Please refer to the monthly financial report from Finance.

II. Program Highlights

a.) Motor Vehicle

1. Year to Date Motor Vehicle revenue for FY19 compared to FY18 as of June 30th 2019 & June 30th 2018, had an overall increase of 4.56%.
2. The month to month revenue comparison for June 2018 (FY18) compared to June 2019 (FY19) shows a decrease of 2.69%.
3. The detail for all areas of revenue for motor vehicle is shown on the attached graphs.
4. FY19 new tags issued in the Extended Jurisdictional Boundary for October 689, November 588, December 523, January 674, February 613, March 787, April 749, May 638, June 1,400.

b.) Revenue and Taxation Division

1. Year to Date Revenue and Taxation (Tobacco) for FY19 compared to FY18 as of June 30th 2019 & June 30th 2018, had an overall increase of 2.50%.
2. A month to month revenue comparison for June 2018 (FY18) compared to June 2019 (FY19) shows an increase of 0.68%.
3. The detail for all areas of tax is shown on the attached graphs.

c.) Future Plans/New Initiatives

1. The next Tax Commission meeting is scheduled for September 11, 2019 at 4:30 pm in the CNTC Conference room.
2. The Veterans Sales Tax Exemption Cards have been mailed out to all qualified applicants. As of July 31, 2019 we have mailed out 407 Veteran Sales Tax Exemption Cards. CNE has implemented their upgraded system to process the new sales tax exemptions for Cherokee veterans.
3. We have received our report for June 2019 purchases and payment from the State of Oklahoma and rebates are scheduled to be distributed to the retailers by or before August 15, 2019.

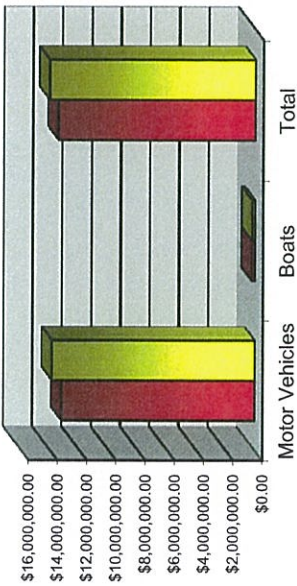


CHEROKEE NATION TAX COMMISSION

JUNE, 2019

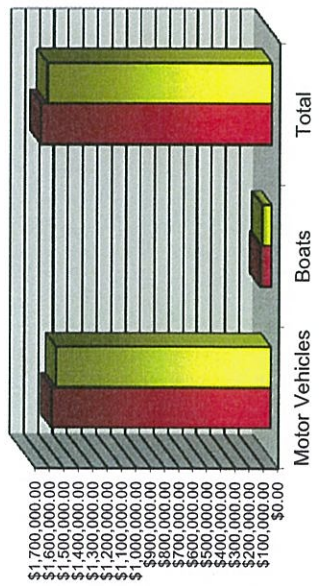
	Motor Vehicles	Boats	Total
FY18	\$13,224,199.29	\$254,348.83	\$13,478,548.12
FY19	\$13,861,775.09	\$231,054.99	\$14,092,830.08
% of Change	4.82%	-9.16%	4.56%

MV Gross Revenue Comparison - Year to Date



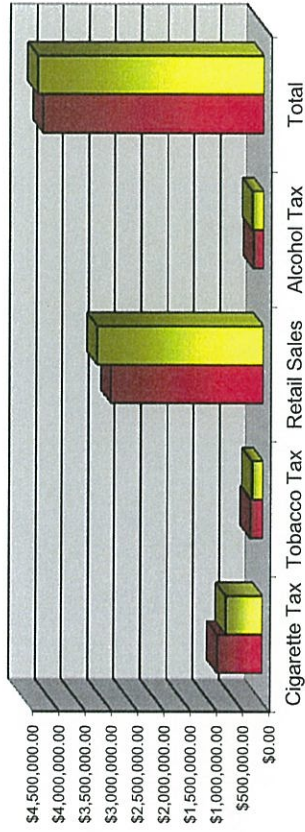
	Motor Vehicles	Boats	Total
FY18	\$1,534,230.66	\$80,905.50	\$1,615,136.16
FY19	\$1,503,328.74	\$68,432.95	\$1,571,761.69
% of Change	-2.01%	-15.42%	-2.69%

MV Gross Revenue Comparison - Month to Month



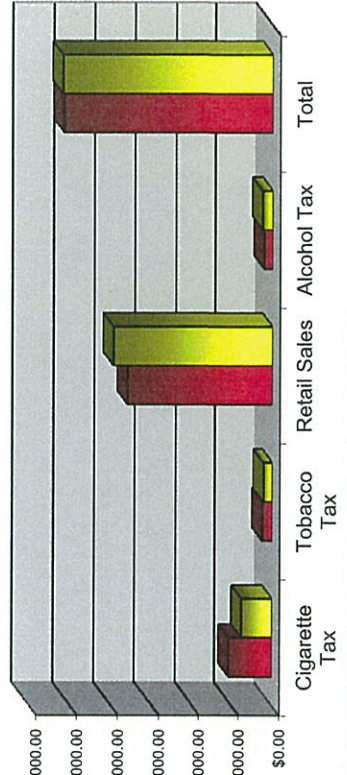
	Cigarette Tax	Tobacco Tax	Retail Sales	Alcohol Tax	Total
FY18	\$861,491.12	\$242,681.35	\$2,898,976.12	\$200,201.16	\$4,203,349.75
FY19	\$705,512.40	\$217,590.10	\$3,165,473.18	\$219,795.74	\$4,308,371.42
% of Change	-18.11%	-10.34%	9.19%	9.79%	2.50%

R & T Gross Revenue Comparison Year to Date



	Cigarette Tax	Tobacco Tax	Retail Sales	Alcohol Tax	Total
FY18	\$107,870.40	\$25,164.15	\$361,620.49	\$22,035.50	\$516,690.54
FY19	\$75,754.96	\$22,664.86	\$396,281.37	\$25,506.27	\$520,207.46
% of Change	-29.77%	-9.93%	9.58%	15.75%	0.68%

R & T Gross Revenue Comparison Month to Month



I. Budget Highlights – please refer to Monthly Financial Report.

Description of budget exceptions: No budget exceptions to report.

II. Program Highlights

a. TSGAC/SGAC Meetings

The week of July 14, Cliff Powell, Director of Finance and the Director, Office of Self-Governance (SG), attended the Tribal Self Governance Advisory Committee (TSGAC) and the Self Governance Advisory Committee (SGAC) meetings in Washington, DC. IHS discussions included: The Agency's most recent update on the Contract Support Cost Policy; the need to consult on the National Veteran Affairs National Agreement before the expiration of the current ones; the need for an accounting of FY 2018 105(l) leases and request for separate funding for the 105(l) leases for FY 2019; the Sanitation Facilities Construction and Deficiency System draft guidance; and the Behavioral Health Grants Tribal Consultation. DOI discussions included: Challenges negotiating and/or renegotiating Agreements in good faith with non-BIA Interior agencies and how we can improve their understanding of Self-Governance; Inter-departmental coordination and communication with the BIA; the timely distribution of 477 funding; Self-Governance reports to Congress that have not been submitted which impedes the Tribes ability to prove program success; and advanced appropriations.

b. Self-Governance Negotiations for FY 2020

The Self Governance Director and Director of Finance met with the Office of Self Governance Washington staff, BIA staff from Muskogee Regional Office and Law Enforcement staff from Oklahoma City to negotiate the FY 2020 Funding Agreement for the 2019-2023 Multi-Year Funding Agreement between the Nation and the DOI. We agreed on the language of Amendment No. 1 authorizing the Nation to obtain Interagency Motor Pool Vehicles and related services to solidify the authority in the compact. A second amendment is being added to include language for the new preparedness program funding.

c. Request for re-establishment of a BIA Superintendent

On July 26, 2019, formally requested the re-establishment of the Tahlequah Agency Superintendent with support personnel to be duty stationed at the Nation's complex here in Tahlequah. In FY 1990 when the Nation entered into the Self Governance Program the Nation assumed responsibilities for programs, services, functions and activities associated with the operation of the Tahlequah Agency. The Bureau retained the Office of the Superintendent to perform the inherent federal functions. Sometime later the Superintendent was relocated to the Muskogee Regional Office. Mr. Dennis Wickliffe, was the Superintendent at that time. After the passing of Mr. Wickliffe, the position was never filled and the responsibilities was assumed by the staff at the Regional Office; therefore, the Nation does not share the same level of service

as other Tribes within the Region that have an Agency Superintendent to perform those functions.

d. Request for Waiver of deadline

On July 23, 2019, the Director, Office of Self Governance, with the assistance of Todd Enlow and Human Services staff prepared and submitted a request for a waiver of the May 22, 2019 deadline established by the Office of Self Governance for requesting additional FY 2019 Welfare Assistance funds. The basis for the request centered on the number of tornadoes in northeastern Oklahoma and the flooding that ravaged our local communities along the Arkansas River at the end of May and early June. If approved this will provide Emergency assistance funding up to \$1000.00 for individuals impacted by the storms and flooding through our Human Services Office.

e. Request for Disaster Assistance

On July 26, 2019, the Office of Self Governance requested Disaster Assistance from the BIA to assist with immediate and short-term assistance efforts during the natural disasters wherein the Nation's tribal communities were heavily impacted by severe storms, tornados and flooding. This funding will subsidize funding our community members receive from FEMA or other disaster relief.



CWYA DʒR JƏNG&əY DhəDİbh
Cherokee Nation Gaming Commission

Director's Report

16 August 2019

2019 COMPACT FEE PAYMENTS

	State	Fair Meadows	OHRC	Sub-Total	YTD
Jan	\$ 1,134,000.51	\$ 48,153.85	\$ 224,066.21	\$ 1,406,220.57	\$ 1,406,220.57
Feb	\$ 1,505,265.09	\$ 54,604.37	\$ 222,263.88	\$ 1,782,133.34	\$ 3,188,353.91
Mar	\$ 1,845,846.29	\$ 54,621.04	\$ 265,742.72	\$ 2,166,210.05	\$ 5,354,563.96
Apr	\$ 1,518,001.23	\$ 54,604.37	\$ 219,714.68	\$ 1,792,320.28	\$ 7,146,884.24
May	\$ 1,666,657.19	\$ 54,571.03	\$ 245,458.87	\$ 1,966,687.09	\$ 9,113,571.33
June *	\$ 1,602,295.24	\$ 54,387.68	\$ 243,021.69	\$ 1,899,704.61	\$ 11,013,275.94
July	\$ -	\$ -	\$ -	\$ -	\$ 11,013,275.94
Aug	\$ -	\$ -	\$ -	\$ -	\$ 11,013,275.94
Sept	\$ -	\$ -	\$ -	\$ -	\$ 11,013,275.94
Oct	\$ -	\$ -	\$ -	\$ -	\$ 11,013,275.94
Nov	\$ -	\$ -	\$ -	\$ -	\$ 11,013,275.94
Dec	\$ -	\$ -	\$ -	\$ -	\$ 11,013,275.94
YTD Adj.	\$ -	\$ -	\$ -	\$ -	\$ 11,013,275.94
	\$ 9,272,065.55	\$ 320,942.34	\$ 1,420,268.05	\$ 11,013,275.94	

* \$35,000 Annual Oversight Fee Assessment

NIGC Fee Payments	
March	\$ 78,013.87
June	\$ 78,013.87
September	\$ -
December	\$ -
TOTAL	\$ 156,027.74

Total Compact & NIGC Fee Payments	\$ 11,169,303.68
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COMPACT FEE PAYMENT SUMMARY

	State	Fair Meadows	OHRC	Sub-Total	LTD
2005	\$ 2,948,594.00	\$ 500,040.00	\$ 1,478,858.36	\$ 4,927,492.36	\$ 4,927,492.36
2006	\$ 7,629,889.06	\$ 1,788,222.63	\$ 7,238,117.75	\$ 16,656,229.44	\$ 21,583,721.80
2007	\$ 11,472,065.73	\$ 962,047.93	\$ 4,573,604.66	\$ 17,007,718.32	\$ 38,591,440.12
2008	\$ 11,656,274.15	\$ 765,407.17	\$ 3,457,394.08	\$ 15,879,075.40	\$ 54,470,515.52
2009	\$ 12,258,076.70	\$ 749,466.52	\$ 2,393,709.96	\$ 15,401,253.18	\$ 69,871,768.70
2010	\$ 12,530,548.89	\$ 654,902.38	\$ 2,245,073.51	\$ 15,430,524.78	\$ 85,302,293.48
2011	\$ 12,842,971.99	\$ 624,666.63	\$ 2,263,371.18	\$ 15,731,009.80	\$ 101,033,303.28
2012	\$ 13,191,133.21	\$ 635,500.83	\$ 2,429,283.07	\$ 16,255,917.11	\$ 117,289,220.39
2013	\$ 13,775,089.66	\$ 671,503.73	\$ 2,454,446.83	\$ 16,901,040.22	\$ 134,190,260.61
2014	\$ 13,491,207.55	\$ 694,488.92	\$ 2,468,666.10	\$ 16,654,362.57	\$ 150,844,623.18
2015	\$ 14,936,985.92	\$ 710,606.84	\$ 2,660,767.00	\$ 18,308,359.76	\$ 169,152,982.94
2016	\$ 15,320,619.36	\$ 696,172.36	\$ 2,664,645.01	\$ 18,681,436.73	\$ 187,834,419.67
2017	\$ 16,188,946.50	\$ 668,836.84	\$ 2,624,492.88	\$ 19,482,276.22	\$ 207,316,695.89
2018	\$ 17,144,081.88	\$ 618,916.51	\$ 2,678,944.43	\$ 20,441,942.82	\$ 227,758,638.71
2019	\$ 9,272,065.55	\$ 320,942.34	\$ 1,420,268.05	\$ 11,013,275.94	\$ 238,771,914.65
	\$ 111,795,850.94	\$ 8,046,246.74	\$ 31,002,525.50	\$ 227,758,638.71	

LICENSING SUMMARY

Location	Key Employee	PMO	Total
Catoosa	974	418	1,392
Catoosa - SS	8	1	9
CNGC	-	62	62
Corporate	85	131	216
Ft. Gibson	58	33	91
Grove	77	41	118
Ramona	66	41	107
Roland	210	99	309
Sallisaw	69	34	103
SCC	64	36	100
Tahlequah	147	77	224
WSS	392	161	553
TOTALS	2,150	1,134	3,284

VENDOR LICENSES

Entity	Class A	Class C	Exempt	Total
Companies	101	-		101
Individuals	855	-	-	855

GAMING MACHINES

Vendor	Catoosa	Cat SS	Ft. Gibson	Roland	Roland TP	Sallisaw	WSS	Ramona	Tahl.	SCV	Grove	Totals
CLASS II												
AGS	-	-	-	-	-	-	-	-	20	-	6	26
Cadillac Jack	-	-	6	-	-	-	-	-	-	-	-	6
Eclipse	-	-	-	-	-	-	-	-	25	-	-	25
IGT	14	-	8	8	-	-	14	6	-	8	6	64
Multimedia	-	-	-	8	-	8	-	-	-	-	8	24
VGT	786	52	202	312	33	94	591	184	157	128	134	2,673
Sub-Total	800	52	216	328	33	102	605	190	202	136	154	2,818
COMPACT												
AGS	102	4	28	45	4	9	50	25	16	14	28	325
Ainsworth	74	-	4	27	4	10	48	8	20	-	6	201
Aristocrat	206	10	30	44	-	9	132	20	39	20	44	554
Aruze	55	-	4	22	6	-	33	8	22	12	16	178
Bally	293	11	46	118	-	28	271	61	49	30	42	949
Cadillac Jack	12	-	-	-	-	-	-	-	-	-	-	12
IGT	505	-	75	131	10	59	286	63	65	26	78	1,298
Incredible Technologies	37	-	16	8	-	9	21	10	13	9	6	129
Interblock	12	-	-	-	-	-	-	-	-	-	-	12
Konami	104	-	23	36	-	10	72	34	43	16	8	346
Multimedia	45	-	14	44	8	-	66	16	24	8	11	236
Speilo	5	-	4	2	-	-	9	-	-	-	-	20
WMS	105	4	14	34	-	9	24	20	8	22	-	240
Sub-Total	1,555	29	258	511	32	143	1,012	265	299	157	239	4,500
Grand Total	2,355	81	474	839	65	245	1,617	455	501	293	393	7,318
Class II	800	52	216	328	33	102	605	190	202	136	154	2,818
% of floor	33.97%	64.20%	45.57%	39.03%	50.77%	41.63%	37.41%	41.76%	40.32%	46.42%	39.19%	38.51%
Compact	1,555	29	258	511	32	143	1,012	265	299	157	239	4,500
% of floor	66.03%	35.80%	54.43%	60.91%	49.23%	58.37%	62.59%	58.24%	59.68%	53.58%	60.81%	61.49%
TOTAL	2,355	81	474	839	65	245	1,617	455	501	293	393	7,318

CARD / TABLE GAMES

Card & Table Games				
Game	Catoosa	Roland	WSS	Total
Poker	15	-	8	23
3-Card Poker	2	1	-	3
Prog. 3-Card Poker	-	-	1	1
Blazin' 7's	-	-	-	-
Mississippi Stud Prog	-	-	1	1
WPT Heads Up Hold	2	1	-	3
Progressive UTH	6	1	3	10
Blackjack	-	-	7	7
FreeBet Blackjack	3	1	1	5
21 + 3	1	1	4	6
Roulette	4	1	2	7
Craps	2	-	1	3
Fortune 7 Baccarat	2	-	-	2
TriLux	13	3	-	16
TOTAL	50	9	28	87

RISK MANAGEMENT
July 2019
NASON MORTON, EXECUTIVE DIRECTOR
Extension 5682

INSURANCE:

- CCO Conference – July 11-13 – manned booth at conference to be available to community representatives that had questions regarding property insurance for their building and contents.
- FRB Mandatory Training – Risk Management provided *breakout session* on Risk101 – Summary of Services and Resources.

INSPECTIONS:

Life Safety Code and OSHA Regulation inspections were conducted on the below sites:

- New Health Center – Walk-thru(s) for Beneficial Occupancy – Certificate of Occupancy issued for Area 2 – Beneficial Occupancy
- Holiday Inspections
- Career Services Annex
- Stilwell Landfill Office
- CDC Toy Storage
- TELA Head Start
- Ochelata Clinic
- SHS – All Buildings
- Tahlequah CDC – offices and classrooms
- ECU Circle – Storm Shelter
- OSU Medical School – construction has begun
- IT Fiber Project Construction
- Saline Courthouse
- Saline Caretaker House Construction
- Water/Sewer project by ECU
- Tribal Courthouse - to open in August 2019
- Received update from CNE of new Downtown Pathway Construction

MEETINGS:

- Holiday Meeting
- Inter-Tribal
- Emergency Code Meeting with Emergency Management and Health – updating all Codes
- Health / Safety Facilities Meeting
- New Health Center – Project and Sub-Contractor Meetings and Safety Inspections – weekly
- Pre-Bid Meeting for water and sewer work at ECU Circle.
- Construction Status Meetings – Courthouse Renovation - Interior

- Construction Status Meetings – Saline Courthouse Renovation - Interior & Exterior
- ECU Storm Shelter Project Meetings for Circle – contract awarded and job has begun.
- Pre-Construction Meeting – IT Fiber Project for Complex Area - Complete

TECHNICAL ASSISTANCE:

- Back to School Safety & Fourth of July– Awareness emails sent to All Employees
- Jay Clinic Sprinkler System assistance for Health Facilities
- Tour of New Health Clinic with At-Large Citizens
- Request for Occupancy assistance – West Siloam Springs Casino
- Request for Occupancy Assistance – Fort Gibson Casino
- Accident Investigation – employee injuries
- Received request for assistance from SHS on safety issues.
- SHS IT Door Project –SHS door access.
- Heritage Center – certificate of insurance for new art loan.
- Update of Complex Evacuation Plan for Security.
- Community Building assistance – evacuation plan updates and MOA's.
- SHS Safety Review - Planning and Development - Update of Abatement Plan, Draft Fire Prevention Plan, and Hazard Communication Plan. Complete.
- Contract Review – multiple – insurance questions.
- Contractor Bond Questions.

TRAININGS:

- FRB Mandatory Training – Risk 101 – 75 attendees; Risk (DF) was speaker for breakout session;
- ECU Safety Training – 75 attendees;
- Sallisaw Clinic Safety Training Follow Up – 83 attendees

HUMAN RESOURCES

July 2019

NASON MORTON, EXECUTIVE DIRECTOR
Extension 5682

Human Resources is currently working on the revision of Cherokee Nation Human Resources Policies and Procedures (CNHRPP), Chapter III, and portions of Chapter II. As of July 31, 2019, the total number of Employees is 3751. Of those employees, 3089 are Cherokee and 250 are members of another Federally recognized tribe.

EMPLOYMENT

Processed	Monthly	YTD
Number of Employees Hired	75	352
% of Cherokees Hired	56%	79%
% of Indians Hired	16%	7%
% of All Others Hired	28%	14%
# of Applications Received	578	3347
# of Interview Panels Sent	137	818

COMPENSATION

Processed	Monthly	YTD
# of Terminations	41	282
# of Voluntary Terminations	33	226
# of Involuntary Terminations	8	54

BENEFITS

Processed	Monthly	YTD
Educational Reimbursement Requests	6	39
401(k) Distributions	65	475
401(k) Loans	20	152
401(k) Hardship	8	36
FMLA	45	271
COBRA	52	350
Short Term Disability	13	84

EMPLOYEE RELATIONS & DEVELOPMENT

Orientations/Trainings Presented	Monthly	YTD
Trainings Presented	47	238