

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**Oct 2, 2014
Compiled by Gina Olaya, CNB
Tribal and Community Relations Director
Standard Report to the Tribal Council for the month of September 2014**

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6049		
1.	Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees)</i>	4631	72.4%	7.4%
B.	Cherokee Nation Entertainment	3762	74.0%	7.6%
1.	Catoosa		60.8%	11.5%
2.	Ft. Gibson		91.6%	6.5%
3.	Jay Laundry		91.3%	8.7%
4.	Ramona		74.8%	7.4%
5.	Roland		84.9%	2.9%
6.	Sallisaw		90.3%	4.0%
7.	Tahlequah		91.3%	2.6%
8.	West Siloam		85.1%	4.1%
9.	Will Rogers Downs		64.9%	3.7%
10.	Corporate		73.2%	8.4%
C.	Cherokee Nation Business	379	69.9%	8.4%
D.	Cherokee Nation Assurance	10	8.3%	8.3%
E.	Cherokee Nation Metal Works	41	69.8%	4.7%
F.	Cherokee Nation Construction Services	36	0.0%	20.0%
G.	Cherokee Nation Technology	195	33.3%	0.0%
H.	Cherokee Services Group	154	0.0%	0.0%
I.	Cherokee Security and Defense	7	28.6%	0.0%
J.	Cherokee Nation Industries	114	84.2%	5.3%
K.	CN Aerospace and Defense, LLC	14	92.9%	0.0%
L.	CND LLC	295	87.1%	8.1%
M.	Cherokee Nation Red Wing	40	7.5%	5.0%
N.	Cherokee Nation Medical Services	59	0.0%	0.0%
O.	Cherokee Nation Health Services	74	0.0%	0.0%
P.	Mobility Plus	0	0.0%	0.0%
Q.	Cherokee Nation Government Solutions	84	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	597	0.0%	0.0%
S.	Cherokee CRC LLC	45	13.3%	13.3%
T.	Cherokee Nation 3S	7	14.3%	14.3%
U.	Cherokee Nation Construction Services	13	92.3%	0.0%
V.	CN Mission Solutions	5	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	58.1%	0.0%
2. Director/General Manager	66	51.5%	9.1%
3. Manager	424	55.2%	3.5%
4. Supervisor	200	69.5%	7.5%
5. Non Management	5304	56.9%	7.0%
B. Cherokee Nation Entertainment			
1. Vice President and above	5	66.7%	0.0%
2. Director/General Manager	27	55.6%	5.9%
3. Manager	205	76.6%	3.4%
4. Supervisor	168	70.8%	7.7%
5. Non Management	3357	73.0%	8.3%
C. Cherokee Nation Business			
1. Vice President and above	12	75.0%	0.0%
2. Director/General Manager	12	58.3%	25.0%
3. Manager	82	67.1%	6.1%
4. Supervisor	8	62.5%	12.5%
5. Non Management	259	71.0%	9.3%
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	11	0.0%	9.1%
E. Cherokee Nation Construction Services			
1. Vice President and above	1	0.0%	0.0%
2. Director/General Manager	4	25.0%	0.0%
3. Manager	8	12.5%	12.5%
4. Supervisor	0	0.0%	0.0%
5. Non Management	23	4.3%	8.7%

**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	1	100.0%	0.0%
3.	Manager	5	40.0%	0.0%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	36	72.2%	5.6%
G.	Cherokee Nation Technology			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	9	11.1%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	184	0.0%	9.8%
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	11	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	142	2.1%	0.7%
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	2	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	4	25.0%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	6	50.0%	0.0%
4.	Supervisor	4	75.0%	0.0%
5.	Non Management	99	87.9%	6.1%
K.	CND LLC.			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	5	80.0%	20.0%
4.	Supervisor	13	76.9%	7.7%
5.	Non Management	274	87.6%	8.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
L.	Cherokee Nation Red Wing			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	8	25.0%	12.5%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	31	3.2%	3.2%
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	56	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	66	0.0%	7.6%
O.	Mobility Plus	Not	Currently	Available
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	1	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	77	1.3%	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	54	1.9%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	539	0.2%	0.7%

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	2	50.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	8	12.5%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	34	8.8%	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	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	1843	33.0%	8.0%
2. Total Positions Hired	118	76.3%	8.5%
B. Retention			
1. Employees Terminated	98	71.4%	5.1%
Attendance	3.00	100.0%	0.0%
CNGC License Denied	2.00	0.0%	50.0%
CNGC License Revoked	0.00	0.0%	0.0%
Death	0.00	0.0%	0.0%
Elimination of Position	0.00	0.0%	0.0%
End Temporary Employment	2.00	100.0%	0.0%
Failure To Meet Min Employment Req.	0.00	0.0%	0.0%
Failure to Return from Leave	3.00	66.7%	0.0%
Gross Misconduct	0.00	0.0%	0.0%
Misconduct	0.00	0.0%	0.0%
No Call-No Show	16.00	75.0%	6.3%
No Show Orientation	3.00	100.0%	0.0%
Personal Reasons	0.00	0.0%	0.0%
Relocation	0.00	0.0%	0.0%
Resignation-Other Position	0.00	0.0%	0.0%
Resigned with Notice	29.00	65.5%	10.3%
Resigned without Notice	25.00	88.0%	0.0%
Return to School	0.00	0.0%	0.0%
Short Term Disability Ended	0.00	0.0%	0.0%
Transfer to Affiliate	2.00	100.0%	0.0%
Unsatisfactory Performance	3.00	33.3%	0.0%
Violation of Rules	10.00	40.0%	0.0%
Voluntary Separation Program	0.00	0.0%	0.0%

2. Promotions

Job titles of Promoted Cherokees

**Total
40**

**Cherokee
95.0%**

**Other Tribe
5.0%**

- Drop Count Lead
- EVS Lead Casino Attendant
- Lead Players Club Rep
- Materials Associate
- Bell Associate
- Saucier Cook
- E-Games Tech I
- Security Guard/Unarmed
- IT Support Operations Tech II
- Security Guard/Armed
- HVAC Licensed Journeyman
- Casino Service Representative
- ES Associate - Level 3
- EVS Casino Attendant
- Buyer II
- Safety Coordinator I
- F & B Supervisor - Level 2
- Mixologist
- Lead Security Guard
- Dual Rate Lead
- IT Support Operations Tech IV
- IT Support Operations Tech III
- Lead Simulcast Teller
- Surveillance Agent
- Casino Host
- Buyer I
- Quality Assurance Analyst 2
- Cage Oper. Mgr. - small & med.
- Food and Beverage Associate