

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



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

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6031		
	1. Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees)</i>	4637	72.0%	7.4%
B.	1. Cherokee Nation Entertainment	3756	73.9%	7.5%
	2. Catoosa		60.4%	11.3%
	3. Ft. Gibson		91.9%	6.3%
	4. Jay Laundry		90.9%	9.1%
	5. Ramona		74.4%	7.1%
	6. Roland		84.8%	3.4%
	7. Sallisaw		90.2%	4.1%
	8. Tahlequah		91.2%	2.6%
	9. West Siloam		85.1%	4.0%
	10. Will Rogers Downs Corporate		67.4% 73.3%	2.7% 8.3%
C.	Cherokee Nation Business	379	68.6%	8.5%
D.	Cherokee Nation Assurance	27	4.5%	0.0%
E.	Cherokee Nation Metal Works	51	80.4%	3.9%
F.	Cherokee Nation Construction Services	35	0.0%	0.0%
G.	Cherokee Nation Technology	190	33.3%	0.0%
H.	Cherokee Services Group	149	0.0%	0.0%
I.	Cherokee Security and Defense	16	12.5%	0.0%
J.	Cherokee Nation Industries	58	72.4%	8.6%
K.	CN Aerospace and Defense, LLC	14	92.9%	0.0%
L.	CND LLC	295	87.5%	7.8%
M.	Cherokee Nation Red Wing	41	7.3%	2.4%
N.	Cherokee Nation Medical Services	57	0.0%	0.0%
O.	Cherokee Nation Health Services	78	0.0%	0.0%
P.	Mobility Plus	0	0.0%	0.0%
Q.	Cherokee Nation Government Solutions	80	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	608	0.0%	0.0%
S.	Cherokee CRC LLC	37	10.8%	2.7%
T.	Cherokee Nation 3S	18	11.1%	5.6%
U.	Cherokee Nation Construction Services	13	92.3%	0.0%
V.	CN Mission Solutions	4	100.0%	0.0%
W.	Cherokee Nat Office Solutions	1	0.0%	0.0%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	30	60.0%	0.0%
2.	Director/General Manager	66	50.0%	7.6%
3.	Manager	443	53.3%	3.4%
4.	Supervisor	205	69.8%	7.3%
5.	Non Management	5245	56.3%	6.9%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	5	66.7%	0.0%
2.	Director/General Manager	25	52.0%	5.9%
3.	Manager	208	76.0%	3.4%
4.	Supervisor	174	71.3%	7.5%
5.	Non Management	3317	73.0%	8.1%
C.	Cherokee Nation Business			
1.	Vice President and above	12	75.0%	0.0%
2.	Director/General Manager	12	58.3%	16.7%
3.	Manager	82	67.1%	6.1%
4.	Supervisor	7	71.4%	14.3%
5.	Non Management	255	70.6%	9.8%
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	26	0.0%	3.8%
E.	Cherokee Nation Construction Services			
1.	Vice President and above	0	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	0.0%	4.3%

**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	3	66.7%	0.0%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	46	80.4%	4.3%
G.	Cherokee Nation Technology			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	15	6.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	172	0.0%	11.6%
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	12	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	136	1.5%	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	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	12	8.3%	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	5	40.0%	0.0%
4.	Supervisor	2	50.0%	0.0%
5.	Non Management	46	78.3%	10.9%
K.	CND LLC.			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	3	100.0%	0.0%
3.	Manager	4	75.0%	25.0%
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	10	20.0%	10.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	30	3.3%	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	54	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	70	0.0%	7.1%
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	5	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	72	1.4%	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	58	1.7%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	546	0.2%	0.7%

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	1	100.0%	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	27	3.7%	7.4%
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	1	0.0%	0.0%

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1598	32.8%	6.7%
2. Total Positions Hired	70	74.3%	8.6%
B. Retention			
1. Employees Terminated	80	78.8%	13.8%
Attendance	4	75.0%	0.0%
CNGC License Denied	1	100.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	0	0.0%	0.0%
Elimination of Position	0	0.0%	0.0%
End Temporary Employment	3	66.7%	33.3%
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	1	100.0%	0.0%
No Call-No Show	8	62.5%	12.5%
No Show Orientation	2	100.0%	0.0%
Personal Reasons	0	0.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	20	0.0%	0.0%
Resigned without Notice	35	80.0%	10.0%
Return to School	0	82.9%	14.3%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	1	0.0%	0.0%
Unsatisfactory Performance	2	100.0%	0.0%
Violation of Rules	3	50.0%	50.0%
Voluntary Separation Program	0	66.7%	33.3%

2. Promotions

Job titles of Promoted Cherokees

Total
37

Cherokee
78.4%

Other Tribe
5.4%

Catoosa Cage Operations
Catoosa Casino Beverages
Catoosa Drop Count
Catoosa Electronic Games
Catoosa Guest Services
Catoosa IT Surv
Engineering
Catoosa Riffs
Catoosa Security
Catoosa Table Games
Catoosa The Buffet
CNE Corp Retail
Accounting
CNE Corp Sales and
Mrketing
Fort Gibson Security
Ramona Electronic Games
Ramona Grill
Roland Cage Operations
Roland Gaming Accounting
Roland IT Field Support
Roland Surveillance
Sallisaw Cage Operations
Siloam Buffet
Siloam Cage Operations
Siloam Drop Counts
Siloam Facilities
Maintenance
Siloam FB Culinary
Siloam Hotel
Housekeeping
Siloam Outside Smoke
Shop
Siloam Security
Tahl EVS and Property
Maint
Tahlequah River City
WRD Cage Operations
WRD Dog Iron Bar
WRD Marketing