

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**January 2, 2015  
Compiled by Gina Olaya, CNB  
Tribal and Community Relations Director  
Standard Report to the Tribal Council for the month of December 2014**

## I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6025		
	1. Cherokee Nation Businesses (Excluding Contract and Temporary Employees)	4646	71.7%	7.5%
B.	1. Cherokee Nation Entertainment	3770	73.8%	7.7%
	2. Catoosa		60.0%	11.6%
	3. Ft. Gibson		91.9%	6.3%
	4. Jay Laundry		90.9%	9.1%
	5. Ramona		74.7%	7.3%
	6. Roland		84.5%	3.4%
	7. Sallisaw		89.7%	4.8%
	8. Tahlequah		91.8%	2.7%
	9. West Siloam		85.2%	4.0%
	10. Will Rogers Downs Corporate		67.0% 73.3%	3.2% 8.8%
C.	Cherokee Nation Business	380	68.6%	8.6%
D.	Cherokee Nation Assurance	26	4.8%	0.0%
E.	Cherokee Nation Metal Works	50	80.0%	2.0%
F.	Cherokee Nation Construction Services	38	0.0%	0.0%
G.	Cherokee Nation Technology	194	33.3%	0.0%
H.	Cherokee Services Group	144	0.0%	0.0%
I.	Cherokee Security and Defense	16	12.5%	0.0%
J.	Cherokee Nation Industries	50	70.0%	10.0%
K.	CN Aerospace and Defense, LLC	14	92.9%	0.0%
L.	CND LLC	289	87.2%	8.0%
M.	Cherokee Nation Red Wing	42	7.1%	2.4%
N.	Cherokee Nation Medical Services	56	0.0%	0.0%
O.	Cherokee Nation Health Services	79	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	616	0.0%	0.0%
S.	Cherokee CRC LLC	37	10.8%	2.7%
T.	Cherokee Nation 3S	19	10.5%	5.3%
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
<b>A.</b>	<b>All Cherokee Nation businesses</b>			
1.	Vice President and above	29	62.1%	0.0%
2.	Director/General Manager	65	50.8%	7.7%
3.	Manager	449	52.6%	3.6%
4.	Supervisor	205	69.3%	7.3%
5.	Non Management	5258	56.1%	7.0%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	5	66.7%	0.0%
2.	Director/General Manager	24	54.2%	5.9%
3.	Manager	210	76.2%	3.3%
4.	Supervisor	176	70.5%	7.4%
5.	Non Management	3355	72.9%	8.3%
<b>C.</b>	<b>Cherokee Nation Business</b>			
1.	Vice President and above	12	75.0%	0.0%
2.	Director/General Manager	12	58.3%	16.7%
3.	Manager	82	67.1%	7.3%
4.	Supervisor	7	71.4%	14.3%
5.	Non Management	256	70.7%	9.8%
<b>D.</b>	<b>Cherokee Nation Assurance</b>			
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%
<b>E.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	4	25.0%	0.0%
3.	Manager	10	10.0%	10.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	25	0.0%	4.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>F.</b>	<b>Cherokee Nation Metal Works</b>			
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	45	80.0%	2.2%
<b>G.</b>	<b>Cherokee Nation Technology</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	16	6.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	175	0.0%	10.9%
<b>H.</b>	<b>Cherokee Services Group</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	10	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	133	1.5%	0.0%
<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	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	12	8.3%	0.0%
<b>J.</b>	<b>Cherokee Nation Industries</b>			
1.	Vice President and above	3	66.7%	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	39	74.4%	12.8%
<b>K.</b>	<b>CND LLC.</b>			
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	268	87.3%	8.2%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>L.</b>	<b>Cherokee Nation Red Wing</b>			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	11	18.2%	9.1%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	31	3.2%	0.0%
<b>M.</b>	<b>Cherokee Nation Medical Services</b>			
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	53	0.0%	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	1	100.0%	0.0%
3.	Manager	5	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	71	0.0%	7.0%
<b>O.</b>	<b>Mobility Plus</b>	<i>Not</i>	<i>Currently</i>	<i>Available</i>
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>			
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%
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	60	1.7%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	553	0.2%	0.5%

		Total Employees*	Cherokee	Other Tribe
<b>R.</b>	<b>Cherokee CRC LLC</b>			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	9	11.1%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	27	3.7%	7.4%
<b>S.</b>	<b>CN Mission Solutions</b>			
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%
<b>T.</b>	<b>Cherokee Nat Office Solutions</b>			
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
<b>A.</b>	<b>Hiring Practices</b>			
1.	Active Resumes/Applications	1599	32.8%	6.7%
2.	Total Positions Hired	70	74.3%	8.6%
<b>B.</b>	<b>Retention</b>			
1.	<b>Employees Terminated</b>	1505	29.0%	6.7%
	Attendance	97	68.0%	16.5%
	CNGC License Denied			
	CNGC License Revoked			
	Death	82	72.0%	11.0%
	Elimination of Position	3	100.0%	0.0%
	End Temporary Employment	0	0.0%	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	0	0.0%	0.0%
	No Call-No Show	5	60.0%	20.0%
	No Show Orientation	1	100.0%	0.0%
	Personal Reasons	0	0.0%	0.0%
	Relocation	2	100.0%	0.0%
	Resignation-Other Position	11	72.7%	18.2%
	Resigned with Notice	6	66.7%	33.3%
	Resigned without Notice	0	0.0%	0.0%
	Return to School	0	0.0%	0.0%
	Short Term Disability Ended	0	0.0%	0.0%
	Transfer to Affiliate	23	0.0%	0.0%
	Unsatisfactory Performance	24	78.3%	4.3%
	Violation of Rules	0	66.7%	8.3%
	Voluntary Separation Program	0	0.0%	0.0%

## 2. Promotions

### Job titles of Promoted Cherokees

Total

46

Cherokee

80.4%

Other Tribe

10.9%

Drop Count Lead  
Facilities MT. Lead  
Carpenter  
Main Cage Cashier  
Casino Service  
Representative  
Revenue Audit Associate II  
Production Cook  
Senior Security Officer  
Surveillance Agent  
Mixologist  
Security Guard/Unarmed  
Sous Chef  
Laundry Manager  
Cage Shift Mgr. sm-med  
F & B Manager - Level 3  
Security Supervisor  
Customer Service  
Administrator  
Dir- Operational Accounting  
EVS Lead Casino  
Attendant  
Lead Surveillance Agent  
Lead Fac.Maintenance  
Associate  
Hard Rock Retail Lead  
Assoc.  
Hotel Detective  
Banquet Set-up  
Fac/Maint. Associate  
Drop Count Associate II  
Casino Shift Manager  
Mutuel Teller