



Muscogee (CREEK) Nation

Executive Office

January 29, 2015

U.S. Department of the Interior
Office of the Secretary-Indian Affairs
Office of Indian Energy and Economic Development
Division of Workforce Development
Kenneth A. LeMieux, Program Coordinator/Specialist/A.O.T.R.
2040 Creekview Court
Red Wing, Minnesota 55066

Dear Sirs:

Attached you will find the Muscogee (Creek) Nation P.L. 102-477 annual report for reporting period October 1, 2013 to September 30, 2014.

Should you have any questions, please contact Courtney Josie, Manager, Employment and Training Administration at 918.732.7619.

Sincerely,

A handwritten signature in cursive script, which appears to read "George Tiger".

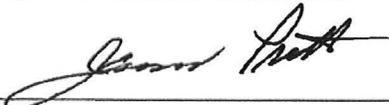
George Tiger, Principal Chief
Muscogee (Creek) Nation

CJ/lis

Pub. L.102-477 Statistical Report

Tribal Nation Muscogee (Creek) Nation		Report Period	
		From:10/01/2013	To: 09/30/2014
I. Participants Served	Adults	Youth	Cash Assistance Recipients
A. Total Participants	97	40	N/A
B. Total Terminees	75	12	N/A
C. Total Current Participants	22	28	N/A
II. Terminee Outcomes	Adults	Youth	Cash Assistance Recipients
A. Total with Employment Objective	55	08	N/A
1. Entered Unsubsidized Employment	50	00	N/A
2. Other Employment Outcomes	05	06	N/A
3. Employment Objective Not Achieved	00	02	N/A
4. Earnings Gain	\$9.66		\$N/A
B. Total with Educational/Training Goal	20	04	N/A
1. Degree/Certificate Attempted/Attained	13 / 11	02 / 01	N/A
2. Other Education Outcome	02	02	N/A
3. Education Objective Not Achieved	05	01	N/A
4. Literacy Gain-# of participants attempted/ attained		00	
5. Numeracy Gain-# of participants attempted/ attained		00	
C. Misc. Objective Achieved	00	00	N/A
D. Other (Non-Positive)	00	00	N/A
III. Terminee Outcomes	Adults	Youth	Cash Assistance Recipients
A. Female	40	03	N/A
B. Male	35	09	N/A
C. Education Level:			
1. Dropout	12	07	N/A
2. Student	00	00	N/A
3. High School/GED	62	05	N/A
4. Post High School	01	00	N/A
D. Veteran	04	00	N/A
IV. Participant Activities	Adults	Youth	Cash Assistance Recipients
A. Employment	56	42	N/A
B. Education/Training	37	10	N/A
C. Misc. Objective/Supportive Services	06	00	N/A
D. Other/Service Referral	00	00	N/A
V. Child Care Development Activities	Adults	Youth	Cash Assistance Recipients
A. Families Receiving Child Care	N/A		
B. Children Receiving Child Care			
1. Ages 0 to 3 years			
2. Ages 4 to 5 years			
3. Ages 6 and above			
C. Care Received-Type of Provider			
1. Tribal Center Based			
2. Other Center Based			
3. Group Home			
4. Other Care			
VI. Jobs Creation/Economic Development	Jobs Created	Indians/Alaska Natives Employed	Businesses Attained
A. Number	N/A	02	N/A
Report Prepared By:	Printed Name & Signature	Phone Number	Date
Courtney Josie		(918) 732-7773	1/29/15

PUBLIC LAW 102-477
FINAL FINANCIAL STATUS REPORT
(Follow instructions provided)

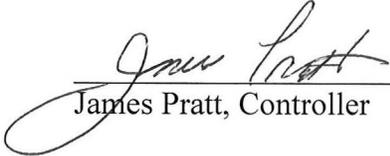
1. Federal Agency and Organizational Element to Which Report is Submitted DOI	2. Federal Contract or Other Identifying Number Assigned BY Federal Agency P.L. 477	OMB Approval 1076-0135	Page 1	Of Pages															
3. Recipient Organization (Name and complete address, including ZIP code) Muscogee (Creek) Nation P.O. Box 580, Okmulgee, OK 74447																			
4. Employer Identification Number 07-240-6150	5. Recipient Account Number or Identifying Number 73-0932018	6. Final Report YES NO <input checked="" type="checkbox"/>	7. Basis CASH <input type="checkbox"/> ACCRUAL <input checked="" type="checkbox"/>																
8. Funding Contract Period (See Instructions) From: (Month/Day/Year) 10/01/2009	To: (Month/Day/Year) Maturity	9. Period Covered by this Report From: (Month/Day/Year) 10/01/2009	To: (Month/Day/Year) 09/30/2014																
10. Transactions	I Previously Reported	II This Period	III Cumulative																
a. Total outlays	3,200,742.80	798,324.46	3,999,067.26																
b. Recipient share of outlays	-0-	-0-	-0-																
c. Federal share of outlays	3,200,742.80	798,324.46	3,999,067.26																
d. Total un liquidated obligations			-0-																
e. Recipient share of un liquidated obligations			-0-																
f. Federal share of un liquidated obligations			-0-																
g. Total Federal share (sum of lines c and f)			3,999,067.25																
h. Total Federal funds authorized for this funding period			4,950,239.00																
i. Unobligated balance of Federal funds (Line h minus line g)			951,171.24																
11. Indirect Expense	a. Type of Rate (Place an X in appropriate box) <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Provisional</td> <td style="text-align: center;">Predetermined</td> <td style="text-align: center;">Final</td> <td style="text-align: center;">Fixed</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> <tr> <td style="text-align: center;">b. Rate</td> <td style="text-align: center;">c. Base</td> <td style="text-align: center;">d. Total Amount</td> <td colspan="2" style="text-align: center;">e. Federal Share</td> </tr> <tr> <td style="text-align: center;">31.01%</td> <td style="text-align: right;">263,600.96</td> <td style="text-align: right;">81,742.66</td> <td colspan="2" style="text-align: right;">81,742.66</td> </tr> </table>				Provisional	Predetermined	Final	Fixed	<input checked="" type="checkbox"/>	b. Rate	c. Base	d. Total Amount	e. Federal Share		31.01%	263,600.96	81,742.66	81,742.66	
Provisional	Predetermined	Final	Fixed	<input checked="" type="checkbox"/>															
b. Rate	c. Base	d. Total Amount	e. Federal Share																
31.01%	263,600.96	81,742.66	81,742.66																
12. Remarks: See Instructions, Section 12 a. -g. for required and optional attachments. Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation. IDC 9/30/2013 27.05% Base-513,189.26 Total 104,043.67, 9/30/2012 27.05 297,179.83 Total 46,812.67, 9/30/2011 21.72% 85,932.23 Total 18,664.48																			
13. Certification: I certify to the best of my knowledge and belief that this report is correct and complete and that all outlays and un liquidated obligations are for the purposes set forth in the award documents.																			
Typed or Printed Name and Title James W. Pratt		Telephone (Area code, number, and extension) (918) 732-7930																	
Signature of Authorized Certifying Official 		Date Report Submitted 2/3/2015																	

MUSCOGEE (CREEK) NATION

FY 2014 Annual Financial Report

Item 12 Supplement & Assurances

- 12a None of the funds in the approved budget which originated in the Workforce Investment Act (WIA) were used in violation of the Act's prohibition on the use of funds for economic development activities unless the tribe as approved economic development activities pursuant to Pub. L. 106-568 Section 1103.
- 12b None of the funds in the approved budget which originated in the Workforce Investment Act (WIA) were used in violation of the Act's restrictions of assisting employer.
- 12c The amount of the program income earned on CCA funds were \$00.00.
- 12d There were no amount of refunds or rebates received.
- 12e The total amount of administrative funds expended during this period was \$569,832.52. Total funds expended totaled \$798,324.46.
- 12f Child Care Development – Not Applicable
- 12g DHHS-TANF Report – Not Applicable


James Pratt, Controller

2-13-15
Date

MUSCOGEE (CREEK) NATION
P.L. 102-477

PROGRAM NARRATIVE

The P.L. 102-477 Employment & Training Program delivers services throughout the 8 counties that comprise the Creek Nation. Services are provided to any member of any federally recognized tribe.

The counties that comprise the Creek Nation of Oklahoma located in Eastern Oklahoma are Tulsa, Creek, Wagoner, Muskogee, McIntosh, Hughes, Okfuskee and Okmulgee.

The capital of the Creek Nation is located in Okmulgee, Oklahoma. The tribal area is a mishmash of extreme rural area in the South to the city Tulsa in the North. In the town of Okmulgee, the Creek Nation is the largest employer.

The road to self-sufficiency and self-supporting is through education. The Creek Nation provides an opportunity for Native Americans to obtain the technical skills to succeed in the 21st Century. Funds are given to provide assistance with expenses, educational and incentive programs for clients to make good grades. Also, important is leadership training and skills, which will prepare tribal leaders for the future.

The Employment and Training Office collaborates with other tribal service departments such as TANF, Tribal Vocational Rehabilitation, Tribal Reintegration Program and the Muskogee Tribal College. Also partnerships have been foraged with state programs such as Workforce Oklahoma, Department of Human Services and technology centers and community colleges. The combined efforts allow for services to clients that can give them the opportunity to concentrate on their educational success.

477 SERVICES

Services include, but not limited to: Work Experience, Classroom Training, Supportive Services, Career Counseling, Job Readiness Training/Workshops and Job Referral, Job Retention/Placement. Placements are made in tribal programs, public and private business and non-profits. The placement is based on the skills of the client and the needs of the site.

WORK EXPERIENCE

Placements on the Work Experience Program are three (3) months in length. Work sites submit a request for the work placement program. The key to site selection is the work site will hire the worker at the end of a successful placement. Salary paid is comparable to the starting salary of the position. Creek Nation pays the salary; the placement is expected to follow the policies of the work site. Support services are provided to the client such as, but not limited to clothing, transportation, incentive and some training cost.

College Work Experience Program is a project which is geared to college juniors or above for the current school year. Students are placed in their field study. The program last 12 weeks during the Summer.

CLASSROOM TRAINING

The Employment and Training Administration encourages students to obtain their education at a Technology Center, Community College or Tribal College. There is a 2 year limit on training time, with exception being 36 months for an Associate Degree in the RN program. Using information from the Workforce on demand skills, students are considering on of these areas for their study. Students that obtain a certificate from a state technology center can transfer their

credits to a state college. The use of private schools is very limited due to the high cost of tuition that is charged. Students receive \$120.00 every two (2) weeks based on class attendance. To receive the allowance students must be enrolled full time, 6 hours a day at the technology centers or 12 credit hours at the college. Attendance is checked every two weeks. Students must maintain a 2.0 GPA. Students use other resources to cover the cost of tuition/ books/ fees, such as FAFSA. Assistance in locating other financial aid resources is provided to students.

GED

Creek Nation does offer GED classes. Clients are referred to Workforce Office and other public programs that offer free classes. The Employment and Training Administration will pay the cost of the state testing fee and pay an incentive for receiving their certificate.

SUPPORTIVE SERVICES

Support services are provided to clients that are starting new employment and are needing assistance with gas for transportation, clothing appropriate for their job site and meals while at work. Maximum paid to clients is \$300.00. Other agencies are utilized to provide services.

SUMMARY

An understanding of the needs and levels of training need to succeed in the 21st century is needed to direct and guide our clients to meet their full potential. It is felt that the Employment and Training Administration does an excellent job, it is necessary to stay informed on the education future needs that will be needed.

SUPPLEMENTAL YOUTH

The funds for the Youth Programs are an investment in not only the Tribes future, but also the State of Oklahoma and the United States. As our young people are educated, so goes the future. It is not an easy task to take on; however, it is one that takes the dedication and fortitude of all the Employment and Training Administration Staff. When society says the way to be happy and fulfilled is to sell/ use drugs or live for the moment someone will take care of your needs, it is a challenge to change that way of thinking. The Employment and Training Administration stays informed on what is popular and enticing to youth, to provide information that is presented in such a way that youth will consider and make an informed decision. During the school year staff visits each school to explain the programs available to Native American Youth.

SUMMER YOUTH EMPLOYMENT

The Summer Youth Program is designed to provide young people between the ages of 16-21 with employment where they can gain experience in jobs with possible futures. This program also helps youth to become aware of themselves and how they fit into the work world. The major emphasis will be on helping the youth learn to accept responsibility and to take pride in their jobs. They will also be motivated to work into better jobs through the development of good attendance and good work habits. The program lasts eight weeks during the summer months of June and July. Participants are paid every two weeks upon receipt of a completed time sheet. Participants are paid for a 40 hour work week and for actual hours worked. No overtime is allowed. For many participants, this will be their first job and it should be a learning experience. Applications begin in January with a deadline at the end of March. Participants must live within the boundaries of Creek Nation.

S.P.U.R

S.P.U.R. stands for Start Planning for Ultimate Results. The SPUR program was formed by the Okmulgee County Workforce Council in partnership with the Creek Nation Employment and Training Administration and other local organizations. SPUR is designed to assist qualified high school students concurrently enrolled in high school and Oklahoma State University Institute of Technology. The university waives tuition for qualifying Native American students and Creek Nation pays \$200.00 toward books and fees.

ALTERNATIVE SCHOOL

This program is designed to provide Native American Alternative School students with work experience. Eligible youth will be assisted in finding a part-time job in their local area. This program provides young people with experience, vocational exploration, responsibility and an income. All participants must live within the boundaries of the Creek Nation, meet the income guidelines and be a member of any federally recognized tribe. The participant must show proof of enrollment in an alternative school. The participant may not work more than 20 hours per week and will be paid only for work hours. Grades and attendance in school must be maintained or participation will be forfeited.

A.C.T.

The Employment and Training Administration will pay the A.C.T. testing fee for youth who were participants on the Summer Youth Program the previous summer. Employment and Training Administration will assist with the paper applications only.

Y.E.S.

Y.E.S. stands for Your Educational Success. Participants on the Summer Youth Program that make the honor roll. College students that make the President's or Dean's Honor Roll and high school students that make the Superintendent's or Principal or honor roll will receive an incentive.

YOUTH WORKS

Youth Works is a year round work program for Native American Youth that meet on one of the following barriers – school dropout, pregnant or parenting youth, disabilities, homeless or runaway youth, offenders or other eligible youth who face serious barriers to employment, as determined by the Employment and Training Administration. Participants are on the program for 5 months.

SKILLS

Many of the Native American youth are attending high school and the local technology center concurrently. While the cost of the tuition is covered by the State of Oklahoma, other costs of required items for a class are a problem for many students. For students that were on the Creek Nation Summer Youth Program last Summer the program will pay up to \$200.00 toward these expenses. The participant must provide verification from the technology center as to the items and the cost.