



United States Department of the Interior

BUREAU OF INDIAN AFFAIRS
Washington, DC 20240

The Honorable Bill Anoatubby
Governor, Chickasaw Nation of
Oklahoma
P.O. Box 1548
Ada, Oklahoma 74821



Dear Governor Anoatubby:

This is to inform you of the review results of the Public Law 102-477 (Pub. L.) 102-477 (477) program review conducted on February 28 -March 4, 2016. All tribes or tribal organizations operating 477 Programs are monitored on-site at least once every three (3) years in compliance with our agreement with the Department of Labor, the Department of Health and Human Services, and the Tribal Work Group. Prior to conducting the review, a notice of the review was forwarded to Pub. L. 102-477 Coordinator, Ms. Maria Howeth of your staff.

We appreciate the professional assistance Ms. Melissa Edgar extended to my review staff, Mr. Jeff Barwick. Others, including Ms. Lori Cotanny and Ms. Carla Bowlan provided tours of relevant areas and some of the documentation and supporting information that was necessary to complete our evaluation.

The purpose of the 477 Program is to allow Indian organizations and tribal governments the flexibility to design and integrate their employment, training and related services they provide in order to improve effectiveness of those services; reduce joblessness in Indian communities; and serve tribally determined goals that are consistent with the policy of Self-Determination.

Our recommendations are not intended to suggest deficiencies, but to draw attention to the need for occasional internal review of 477 Program operations. A primary goal is to identify opportunities to reduce administrative duplication of efforts while reducing burdens on tribal members. Our recommendations for on-going improvements are based on our experience gained reviewing tribal programs nationwide.

Recommendations as a result of this Review:

Recommendations are not intended to suggest deficiencies but are intended to reduce duplication of administrative efforts and burdens. The following are recommendations as a result of our review:

- It is recommended that the Chickasaw Nation's Pub. L. 102-477 Program consider rotating some of the 477 office directors so that employees in all facilities receive leadership mentoring from all directors with varying positive attributes. After touring different satellite offices and reviewing my notes from past reviews, I realized that the satellite locations have successful positive program accomplishments that reflect the director's skills and vision at those locations.

Requirements as a result of this Review:

Mr. Barwick found no violations of federal regulations during the course of this review. Our review revealed no major findings.

The Chickasaw Nation's development of advanced computer software is highly commendable and the use of the SharePoint Software and database upgrades raises the quality of tracking and maintaining file information, financial reporting and accountability of the program funds. The Program's success is also related to their dedicated employees at all levels, putting their efforts toward teamwork and professionalism. The financial department personnel provide exceptional service and support to each program I reviewed. Their files and records areas are kept completely organized and safe guarded.

The Chickasaw Nation continues to grow and remain a major employer and economic contributor in the Oklahoma region. The Chickasaw Nation's overall, facility development with IT software advancements and the Pub. L. 102-477 Program developments are admirable in my observation and lead to a successful program. It is evident that the Chickasaw Nation has enriched its community and will continue into the future. We are confident the Chickasaw Nation's Pub. L.102-477 Programs will continue to successfully set high standards and positive results for others to follow.

We look forward to working with you in the future. Should you have any questions concerning this review, please contact Jeffrey Barwick, Workforce Development Specialist at (202) 208-6577 or via email: jeffery.barwick@bia.gov.

Sincerely,



Michael Lucero

Acting Chief, Division of Workforce Development