

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



July 1, 2016
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of June 2016

I. Tribal Employment:

		Total Employees 6647	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)			
1A.	Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees, including companies where we can't practice preference)</i>	4985	69.3%	7.0%
1B.	Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees, including companies where we can practice preference)</i>	4669	72.8%	7.3%
B.	1. Cherokee Nation Entertainment	4108	72.6%	7.4%
	2. Catoosa		55.0%	12.3%
	3. Ft. Gibson		95.6%	3.8%
	4. Jay Laundry		100.0%	0.0%
	5. Ramona		68.0%	2.7%
	6. Roland		87.6%	3.4%
	7. Sallisaw		87.8%	4.1%
	8. S. Coffeyville		75.2%	5.6%
	9. Tahlequah		92.4%	2.0%
	10. West Siloam		86.7%	3.2%
	11. Will Rogers Downs		64.8%	6.6%
	12. Blue Ribbons Downs		66.7%	0.0%
	13. Corporate		73.7%	8.9%
C.	Cherokee Nation Business	452	68.8%	7.4%
D.	Cherokee Nation Assurance	100	1.0%	0.0%
E.	Cherokee Nation Metal Works	40	82.5%	2.5%
F.	Cherokee Nation Construction Services	19	50.0%	0.0%
G.	Cherokee Nation Technology	352	0.0%	0.0%
H.	Cherokee Services Group	96	0.0%	0.0%
I.	Cherokee Nation Security and Defense	18	22.2%	0.0%
J.	Cherokee Nation Industries	19	78.9%	5.3%
K.	CN Aerospace and Defense, LLC	9	88.9%	0.0%
L.	CND LLC	188	84.6%	6.4%
M.	Cherokee Nation Red Wing	68	12.3%	1.5%
N.	Cherokee Medical Services	15	0.0%	0.0%
O.	Cherokee Nation Healthcare Services	274	0.0%	0.0%
P.	Cherokee Nation Government Solutions	28	0.0%	0.0%
Q.	Cherokee Nation Technology Solutions	472	0.0%	0.0%
R.	Cherokee CRC LLC	40	2.5%	2.5%
S.	Cherokee Nation 3S	47	8.5%	0.0%
T.	Cherokee Nation Construction Resources	8	100.0%	0.0%
U.	CN Mission Solutions	70	0.0%	0.0%
V.	Cherokee Nat Office Solutions	2	50.0%	0.0%
W.	Cherokee Nation Mechanical	21	0.0%	0.0%
X.	Cherokee Nation Defense Solutions	4	0.0%	0.0%
Y.	Cherokee Nation Property Mgt.	11	72.7%	9.1%

Z.	Cherokee Nation Strategic Programs	19	0.0%	0.0%
AA.	Cherokee Nation Environmental Solutions	3	66.7%	0.0%
BB.	Cherokee Nation Telecommunications	21	71.4%	14.3%
CC.	Cherokee Nation Protective Services	0	0.0%	0.0%
DD.	Cherokee Nation Facilities Management	0	0.0%	0.0%
EE.	Cherokee Nation Systems Solutions	0	0.0%	0.0%
FF.	Cherokee Nation Medical Logistics	0	0.0%	0.0%
GG.	Cherokee Nation Management & Consulting	143	0.0%	0.0%
HH.	Cherokee Nation Diagnostic Innovations	0	0.0%	0.0%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	28	64.3%	3.6%
2.	Director/General Manager	92	57.6%	4.3%
3.	Manager	456	51.5%	4.2%
4.	Supervisor	217	65.9%	5.5%
5.	Non Management	5854	52.7%	6.0%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	3	66.7%	0.0%
2.	Director/General Manager	31	74.2%	6.5%
3.	Manager	202	74.8%	2.5%
4.	Supervisor	189	67.7%	4.8%
5.	Non Management	3657	71.7%	8.1%
C.	Cherokee Nation Business			
1.	Vice President and above	20	70.0%	5.0%
2.	Director/General Manager	29	58.6%	6.9%
3.	Manager	94	67.0%	7.4%
4.	Supervisor	8	75.0%	25.0%
5.	Non Management	324	70.4%	8.3%
D.	Cherokee Nation Assurance			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	92	0.0%	0.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
E.	Cherokee Nation Metal Works			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	2	50.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	35	85.7%	2.9%
F.	Cherokee Nation Construction Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	13	7.7%	7.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	4	25.0%	0.0%
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	17	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	332	0.0%	1.5%
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	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	91	3.3%	4.4%
I.	Cherokee Security and Defense			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	12	16.7%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	2	100.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	16	75.0%	6.3%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
K.	CN Aerospace and Defense, LLC			
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	9	88.9%	0.0%
L.	CND LLC.			
1.	Vice President and above	31	74.2%	6.5%
2.	Director/General Manager	202	74.8%	2.5%
3.	Manager	189	67.7%	4.8%
4.	Supervisor	3657	71.7%	8.1%
5.	Non Management	1	100.0%	0.0%
M.	Cherokee Nation Red Wing			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	12	8.3%	8.3%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	55	12.7%	0.0%
N.	Cherokee Medical Services			
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	15	0.0%	0.0%
O.	Cherokee Nation Healthcare Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	4	25.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	267	0.0%	1.9%
P.	Cherokee Nation Government Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	27	0.0%	0.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
Q.	Cherokee Nation Technology Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	5	0.0%	0.0%
3.	Manager	49	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	416	0.2%	0.2%
R.	Cherokee CRC LLC			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	8	0.0%	25.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	31	3.2%	3.2%
S.	Cherokee Nation 3S			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	4	50.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	42	2.4%	2.4%
T.	Cherokee Nation Construction Resources			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	13	7.7%	7.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	4	25.0%	0.0%
U.	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%
V.	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%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
W.	Cherokee Nation Mechanical			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	0	0.0%	0.0%
	3. Manager	3	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	18	0.0%	0.0%
X.	Cherokee Nation Defense 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	4	0.0%	0.0%
Y.	Cherokee Nation Property Mgt.			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	1	0.0%	0.0%
	3. Manager	8	75.0%	12.5%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	2	100.0%	0.0%
Z.	Cherokee Nation Strategic Programs			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	1	100.0%	0.0%
	3. Manager	1	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	17	0.0%	0.0%
AA.	Cherokee Nation Environmental Solutions			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	1	100.0%	0.0%
	3. Manager	1	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	1	100.0%	0.0%
BB.	Cherokee Nation Telecom			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	2	50.0%	0.0%
	3. Manager	0	0.0%	0.0%
	4. Supervisor	2	50.0%	0.0%
	5. Non Management	17	76.5%	17.6%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
CC.	Cherokee Nation Protective Services			
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%
DD.	Cherokee Nation Facilities Management			
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%
EE.	Cherokee Nation Systems 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%
FF.	Cherokee Nation Medical Logistics			
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%
GG.	Cherokee Nation Management & Consulting			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	3	0.0%	0.0%
3.	Manager	12	0.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	127	0.0%	0.0%
HH.	Cherokee Nation Diagnostic Innovations			
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%

**Includes all Employees*

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	2014	29.5%	7.4%
2. Total Positions Hired	173	61.3%	6.4%
B. Retention			
1. Employees Terminated	122	73.0%	9.8%
Attendance	7	100.00%	100.00%
CNGC License Denied	0	0.0%	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	0	0.0%	0.0%
Failure To Meet Min Employment Req.	9	100.00%	100.00%
Failure to Return from Leave	5	100.00%	100.00%
Gross Misconduct	0	0.0%	0.0%
Misconduct	0	0.0%	0.0%
No Call-No Show	15	100.00%	100.00%
No Show Orientation	4	100.00%	100.00%
Personal Reasons	0	0.0%	0.0%
Relocation	1	100.00%	100.00%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	0	0.0%	0.0%
Resigned without Notice	22	100.00%	100.00%
Return to School	44	100.00%	100.00%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	1	100.00%	100.00%
Violation of Rules	0	0.0%	0.0%
Voluntary Separation Program	13	100.00%	100.00%

2. Promotions

Job titles of Promoted Cherokees

Front Office Lead

Saucier Cook

E-Games tech 1

Surveillance Agent

Fac/Maint. Associate

EVS Lead Casino Attendant

Production Cook

F & B Supervisor - Level 2

Barback Daytime

Cage Supervisor

Mixologist

Lead Fac.Maintenance Associate

Hard Rock Retail Sales Associa

Lead Players Club Rep

Table Games Floor Lead

Security Guard/Armed

Drop Count Associate I

Drop Count Lead

Food and Beverage Associate

Total
26

Cherokee
69.2%

Other Tribe
11.5%