

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



March 1, 2022 as of February 28, 2022
Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Council of the Cherokee Nation for the month of February 2022



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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,123	2,509	237	4,377
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	3,534	64.8%	6.1%	29.1%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	152	5.3%	1.3%	93.4%
<i>(Excluding Temporary and Contract Employees, including companies where we can't practice preference)</i>				

II. By Company Type and Organization Level

Cherokee Preference Companies				
	Total Employees	Cherokee	Other Tribal	Non-Native
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Entertainment	2,983	63.3%	6.4%	30.3%
Catoosa	1,134	44.7%	9.1%	46.2%
Ft. Gibson	103	85.4%	6.8%	7.8%
Grove	112	73.2%	3.6%	23.2%
Jay Laundry	15	100.0%	0.0%	0.0%
Ramona	111	57.7%	8.1%	34.2%
Roland	344	76.5%	4.4%	19.2%
Sallisaw	90	90.0%	1.1%	8.9%
S. Coffeyville	99	54.5%	6.1%	39.4%
Tahlequah	201	83.1%	2.0%	14.9%
West Siloam	487	77.2%	3.7%	19.1%
Blue Ribbons Downs	2	100.0%	0.0%	0.0%
Corporate	285	66.3%	8.4%	25.3%
Cherokee Nation Businesses	382	68.1%	6.3%	25.7%
Cherokee Nation Property Management	27	88.9%	3.7%	7.4%
Cultural and Economic Development	104	85.6%	6.7%	7.7%
Sub-Total:	3,496	62.1%	6.2%	28.7%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	64	60.9%	4.7%	34.4%
CND LLC	106	90.6%	0.0%	9.4%
Cherokee Nation Telecommunications	5	40.0%	20.0%	40.0%
Cherokee Nation Red Wing	1	0.0%	0.0%	100.0%
Cherokee Nation Armored Solutions, LLC	3	0.0%	0.0%	100.0%
Sub-Total:	176	77.8%	2.3%	19.9%
Organizational Level - Preference Companies*				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses Preference Companies				
Vice President and above	31	77.4%	0.0%	22.6%
Director/General Manager	79	62.0%	6.3%	31.6%
Manager	321	73.8%	3.4%	22.7%
Supervisor	301	75.7%	6.3%	17.9%
Non-Management	2,943	63.2%	6.5%	30.3%
Sub-Total:	3,675			

*Note: "Preference Companies" are those in which Cherokee or Native American preference can be applied to most positions; preference cannot be applied to certain positions due to their involvement with federal government contracts or if otherwise prohibited by law or regulation.

Non-Preference Companies**

<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Operational Solutions, LLC	368	0.8%	0.3%	98.9%
CN Aerospace and Defense, LLC	125	0.0%	0.0%	100.0%
Cherokee Nation Businesses	107	5.6%	1.9%	92.5%
CND LLC	5	0.0%	0.0%	100.0%
Cherokee Nation Technology	64	0.0%	0.0%	100.0%
Cherokee Services Group	61	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	44	2.3%	2.3%	95.5%
Cherokee Nation Assurance	163	0.0%	0.6%	99.4%
Cherokee Nation Construction Services	4	0.0%	0.0%	100.0%
Cherokee Nation Healthcare Services	27	0.0%	0.0%	100.0%
Cherokee Nation Government Solutions	0	0.0%	0.0%	0.0%
Cherokee Nation Technology Solutions	31	0.0%	0.0%	100.0%
Cherokee CRC LLC	10	20.0%	0.0%	80.0%
Cherokee Nation 3S	308	0.6%	0.0%	99.4%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	189	0.5%	0.0%	99.5%
Cherokee Nation Mechanical	13	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	668	0.1%	0.0%	99.9%
Cherokee Nation Environmental Solutions	16	12.5%	0.0%	87.5%
Cherokee Nation Systems Solutions	300	1.7%	0.0%	98.3%
Cherokee Nation Management & Consulting	500	0.4%	0.4%	99.2%
Cherokee Nation Red Wing	62	0.0%	0.0%	100.0%
CN Solutions Link LLC	16	6.3%	0.0%	93.8%
CN Federal Consulting, LLC	58	0.0%	0.0%	100.0%
Will Rogers Downs	146	56.8%	2.1%	41.1%
Cherokee Insights, LLC	18	5.6%	0.0%	94.4%
Cherokee Nation Development Group, LLC	1	0.0%	0.0%	100.0%
Cherokee Nation Integrated Health, LLC	8	12.5%	0.0%	87.5%
Preting, LLC	136	0.0%	0.0%	100.0%
Sub-Total:	3,448	3.2%	0.3%	96.3%
<p>**Note: Although a Cherokee or Native American preference can be applied to most positions at CNB and CNE, preference cannot be applied to certain positions due to their involvement with federal government contracts or if otherwise prohibited by law or regulation.</p>				

Organizational Level - Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses				
Vice President and above	6	0.0%	0.0%	100.0%
Director/General Manager	30	13.3%	0.0%	86.7%
Manager	364	4.9%	0.3%	94.8%
Supervisor	41	22.0%	0.0%	78.0%
Non-Management	3,007	2.7%	0.3%	97.0%
Sub-Total:	3,448			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	1,143	42.3%	8.3%	49.3%
# of Distinct Applicants	810	38.3%	8.6%	53.6%
Total Positions Hired	156	42.3%	6.4%	51.3%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	113	41.6%	6.2%	52.2%
Attendance	3	66.7%	0.0%	33.3%
CNGC License Denied	1	0.0%	0.0%	100.0%
Dissatisfied with Department	1	0.0%	100.0%	0.0%
Dissatisfied with Job	7	14.3%	0.0%	85.7%
Dissatisfied with Pay	9	77.8%	11.1%	11.1%
Dissatisfied with Shift	3	33.3%	0.0%	66.7%
Failure To Meet Minimum Employment Requirements/Credentials	1	0.0%	0.0%	100.0%
Family Reasons	4	25.0%	0.0%	75.0%
No Call-No Show	17	41.2%	11.8%	47.1%
No Show Orientation	10	20.0%	10.0%	70.0%
Personal Reasons	28	39.3%	7.1%	53.6%
Physical Work Environment	1	100.0%	0.0%	0.0%
Reason Not Given	10	40.0%	0.0%	60.0%
Relocation	1	100.0%	0.0%	0.0%
Retirement	3	66.7%	0.0%	33.3%
Return to School	1	100.0%	0.0%	0.0%
Transfer to CN Affiliate	2	100.0%	0.0%	0.0%
Violation of Rules	10	40.0%	0.0%	60.0%
Voluntary Separation Program	1	0.0%	0.0%	100.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	41	56.1%	7.3%	36.6%
Buyer	2	50.0%	50.0%	0.0%
Casino Host	1	0.0%	100.0%	0.0%
Drop Count Lead	3	66.7%	0.0%	33.3%
Dual Rate Lead	1	0.0%	0.0%	100.0%
E Games Tech 2	1	0.0%	0.0%	100.0%
E-Games tech 1	2	50.0%	0.0%	50.0%
F & B Supervisor - Level 2	1	0.0%	0.0%	100.0%
Fac/Maint. Associate	2	50.0%	0.0%	50.0%
Food and Beverage Attendant	2	50.0%	0.0%	50.0%
Housekeeper	1	100.0%	0.0%	0.0%
IT Security Manager	1	100.0%	0.0%	0.0%
IT Support Operations Tech V	2	100.0%	0.0%	0.0%
Lead Main Cage Cashier	1	100.0%	0.0%	0.0%
Lead Operations Officer	1	100.0%	0.0%	0.0%
Lead Player Services Cashier	1	0.0%	0.0%	100.0%
Lead Stationary Engineer	1	0.0%	0.0%	100.0%
Lead Surveillance Agent	1	100.0%	0.0%	0.0%
Player Services Administrator	3	66.7%	33.3%	0.0%
Player Services Cashier	1	100.0%	0.0%	0.0%
Player Services Representative	1	0.0%	0.0%	100.0%
Production Cook	2	0.0%	0.0%	100.0%
Revenue Audit Associate I	1	100.0%	0.0%	0.0%
Revenue Audit Associate II	1	100.0%	0.0%	0.0%
Rock Shop Sales Associate	1	0.0%	0.0%	100.0%
Security Guard/Armed	3	100.0%	0.0%	0.0%
Stationary Engineer	1	0.0%	0.0%	100.0%
Supervisor Security	1	100.0%	0.0%	0.0%
Surveillance Agent	1	0.0%	0.0%	100.0%
Vendor Registration Administrator	1	100.0%	0.0%	0.0%

Appendix

I. Organization Level by Company

Cherokee Nation Entertainment	Total	Cherokee	Other Tribal	Non Native
Vice President and above	9	66.7%	0.0%	33.3%
Director/General Manager	36	72.2%	2.8%	25.0%
Manager	213	75.6%	2.8%	21.6%
Supervisor	295	73.2%	6.4%	20.3%
Non-Management	2,576	60.6%	6.5%	32.8%
Sub-Total:	3,129			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	27	63.0%	0.0%	37.0%
Director/General Manager	46	43.5%	8.7%	47.8%
Manager	88	61.4%	3.4%	35.2%
Supervisor	7	71.4%	0.0%	28.6%
Non-Management	321	53.0%	5.9%	41.1%
Sub-Total:	489			

Cherokee Nation Assurance	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	151	0.0%	0.7%	99.3%
Sub-Total:	163			

Cherokee Nation Construction Services	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	2	0.0%	0.0%	100.0%
Sub-Total:	4			

Cherokee Nation Technology	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	60	0.0%	0.0%	100.0%
Sub-Total:	64			

Cherokee Services Group	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	59	0.0%	0.0%	100.0%
Sub-Total:	61			

Cherokee Nation Security and Defense	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	7	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	36	2.8%	2.8%	94.4%
Sub-Total:	44			

CN Aerospace and Defense, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	20	5.0%	0.0%	95.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	167	22.2%	1.8%	76.0%
Sub-Total:	189			

CND LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	5	60.0%	0.0%	40.0%
Supervisor	8	100.0%	0.0%	0.0%
Non-Management	97	87.6%	0.0%	12.4%
Sub-Total:	111			

Cherokee Nation Red Wing	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	11	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	51	0.0%	0.0%	100.0%
Sub-Total:	63			

Cherokee Nation Healthcare Services	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	26	0.0%	0.0%	100.0%
Sub-Total:	27			

Cherokee Nation Government Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	0	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	0	0.0%	0.0%	0.0%
Sub-Total:	0			

Cherokee Nation Technology Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	6	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	25	0.0%	0.0%	100.0%
Sub-Total:	31			

Cherokee CRC, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	3	0.0%	0.0%	100.0%
Supervisor	2	0.0%	0.0%	100.0%
Non-Management	4	50.0%	0.0%	50.0%
Sub-Total:	10			

Cherokee Nation 3S	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	31	3.2%	0.0%	96.8%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	270	0.0%	0.0%	100.0%
Sub-Total:	308			

Cherokee Nation Construction Resources	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	0	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	0	0.0%	0.0%	0.0%
Sub-Total:	0			

CN Mission Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	16	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	171	0.6%	0.0%	99.4%
Sub-Total:	189			

Cherokee Nation Operational Solutions, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	50.0%	0.0%	50.0%
Manager	15	6.7%	0.0%	93.3%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	350	0.0%	0.3%	99.7%
Sub-Total:	368			

Cherokee Nation Mechanical	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	5	0.0%	0.0%	100.0%
Supervisor	3	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
Sub-Total:	13			

Cherokee Nation Property Management	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	9	88.9%	0.0%	11.1%
Supervisor	3	100.0%	0.0%	0.0%
Non-Management	15	86.7%	6.7%	6.7%
Sub-Total:	27			

Cherokee Nation Strategic Programs	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	54	1.9%	0.0%	98.1%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	613	0.0%	0.0%	100.0%
Sub-Total:	668			

Cherokee Nation Environmental Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	5	20.0%	0.0%	80.0%
Supervisor	7	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
Sub-Total:	16			

Cherokee Nation Telecommunications	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	4	50.0%	25.0%	25.0%
Sub-Total:	5			

Cherokee Nation Systems Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	20	10.0%	0.0%	90.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	280	1.1%	0.0%	98.9%
Sub-Total:	300			

Cherokee Nation Management & Consulting	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	5	0.0%	0.0%	100.0%
Manager	95	1.1%	0.0%	98.9%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	394	0.3%	0.5%	99.2%
Sub-Total:	500			

CN Solutions Link LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	12	8.3%	0.0%	91.7%
Sub-Total:	16			

CN Federal Consulting, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	48	0.0%	0.0%	100.0%
Sub-Total:	58			

Cherokee Insights, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	1	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	17	0.0%	0.0%	100.0%
Sub-Total:	18			

Cherokee Nation Development Group, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	0	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	1	0.0%	0.0%	100.0%
Sub-Total:	1			

Cherokee Nation Integrated Health, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	2	50.0%	0.0%	50.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	6	0.0%	0.0%	100.0%
Sub-Total:	8			

Cultural and Economic Development	Total	Cherokee	Other Tribal	Non Native
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	5	80.0%	0.0%	20.0%
Manager	25	76.0%	12.0%	12.0%
Supervisor	3	100.0%	0.0%	0.0%
Non-Management	70	88.6%	5.7%	5.7%
Sub-Total:	104			

Preting, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	18	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	116	0.0%	0.0%	100.0%
Sub-Total:	136			

Cherokee Nation Armored Solutions, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	100.0%
Manager	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	2	0.0%	0.0%	100.0%
Sub-Total:	3			

II. Full List of Termination Reasons	
Involuntary:	Voluntary:
Attendance	Dissatisfied with Benefits
CNGC License Denied	Dissatisfied with Career Advancement
CNGC License Revoked	Dissatisfied with Job
Contract Change	Dissatisfied with Department
Elimination of Position	Dissatisfied with Manager
End of Government Contract	Dissatisfied with Pay
End of Task Order	Dissatisfied with Shift
Terminated During Probation Period	Dissatisfied with Time Off
End Temporary Employment	Family Reasons
Failure to Meet Minimum Employment Requirements/Credentials	Felt Underappreciated
Failure to Return from Leave	No Call-No Show
Gross Misconduct	Not Challenged
Insubordination	Outdated Technology/Procedures
Misconduct	Passed Away
Misstatement on Application	Personal Reasons
No Show Orientation	Relocation
Reduction in Force	Relocation of Spouse
Security Clearance	Reason Not Given
Tardiness	Remote Work Preference
Unsatisfactory Performance	Return to School
Violation of Rules	Retirement
	Transfer to CN Affiliate
	Voluntary Separation Program
	Physical Work Environment