

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**May 1, 2018 as of April 30, 2018
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration**

Standard Report to the Tribal Council for the month of April 2018

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	6,922	3,496	337	3,089
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,500	73.2%	6.9%	19.9%
<i>(Excluding Temporary and Contract Employees, including companies and positions for which we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	312	39.1%	2.6%	58.3%
<i>(Excluding Temporary and Contract Employees, including companies and positions for which we cannot practice preference)</i>				

II. Company Type - Preference

Cherokee Preference Companies*				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Entertainment	3,878	72.0%	7.0%	21.0%
Catoosa	1,558	52.3%	11.5%	36.2%
Ft. Gibson	140	94.3%	4.3%	1.4%
Grove	149	86.6%	4.0%	9.4%
Jay Laundry	20	95.0%	0.0%	5.0%
Ramona	148	66.2%	5.4%	28.4%
Roland	481	89.8%	2.9%	7.3%
Sallisaw	124	91.1%	2.4%	6.5%
S. Coffeyville	121	66.1%	9.9%	24.0%
Tahlequah	170	91.2%	2.4%	6.5%
West Siloam	741	88.7%	2.6%	8.8%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	223	72.2%	9.0%	18.8%
Cherokee Nation Businesses	441	72.3%	6.8%	20.9%
Cherokee Nation Property Management	11	72.7%	18.2%	9.1%
Sub-Total:	4,330	72.1%	7.0%	20.9%
Native American Preference Companies*				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	12	33.3%	8.3%	58.3%
CND LLC	208	91.3%	4.8%	3.8%
Cherokee Nat Office Solutions	2	100.0%	0.0%	0.0%
Cherokee Nation Telecommunications	17	70.6%	17.6%	11.8%
Cherokee Nation Red Wing	24	83.3%	0.0%	16.7%
Sub-Total:	263	86.7%	5.3%	8.0%

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	24	79.2%	0.0%	20.8%
Director/General Manager	63	63.5%	7.9%	28.6%
Manager	321	72.0%	4.7%	23.4%
Supervisor	199	75.9%	7.0%	17.1%
Non-Management	3986	73.0%	7.1%	19.9%
Sub-Total:	4,593			
*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.				

Company Type – Non-Preference

Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Businesses**	34	2.9%	0.0%	97.1%
Cherokee Nation Technology	453	0.0%	0.9%	99.1%
Cherokee Services Group	69	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	33	12.1%	3.0%	84.8%
Cherokee Nation Assurance	234	0.4%	0.0%	99.6%
Cherokee Nation Construction Services	18	22.2%	5.6%	72.2%
Cherokee Nation Healthcare Services	190	0.5%	1.1%	98.4%
Cherokee Nation Government Solutions	15	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	243	0.0%	0.0%	100.0%
Cherokee CRC LLC	28	3.6%	7.1%	89.3%
Cherokee Nation 3S	132	1.5%	0.8%	97.7%
Cherokee Nation Construction Resources	2	100.0%	0.0%	0.0%
CN Mission Solutions	197	0.5%	0.0%	99.5%
Cherokee Nation Mechanical	19	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	112	0.9%	0.0%	99.1%
Cherokee Nation Environmental Solutions	11	18.2%	0.0%	81.8%
Cherokee Nation Systems Solutions	30	10.0%	0.0%	90.0%
Cherokee Nation Management & Consulting	241	0.0%	0.4%	99.6%
Cherokee Nation Red Wing	75	0.0%	0.0%	100.0%
CNE - Will Rogers Downs**	193	64.2%	4.1%	31.6%
Sub-Total:	2,329	6.3%	0.9%	92.8%
**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.				

Organizational Level - Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses Non-Preference Companies				
Vice President and above	6	16.7%	0.0%	83.3%
Director/General Manager	27	18.5%	0.0%	81.5%
Manager	197	8.6%	0.5%	90.9%
Supervisor	18	11.1%	5.6%	83.3%
Non-Management	2,081	5.9%	0.9%	93.3%
Sub-Total:	2,329			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	4,053	38.0%	7.1%	54.9%
Total Positions Hired	134	67.9%	9.7%	22.4%
II. Retention				
	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	123	69.9%	9.8%	20.3%
Attendance	5	80.0%	0.0%	20.0%
End Temporary Employment	2	100.0%	0.0%	0.0%
Failure To Meet Min Emplmt Req	2	0.0%	50.0%	50.0%
Failure to Return from Leave	4	75.0%	0.0%	25.0%
No Call-No Show	22	72.7%	13.6%	13.6%
No Show Orientation	9	77.8%	0.0%	22.2%
Personal Reasons	1	100.0%	0.0%	0.0%
Resignation-Other Position	2	100.0%	0.0%	0.0%
Resigned with Notice	25	52.0%	16.0%	32.0%
Resigned without Notice	47	72.3%	8.5%	19.1%
Transfer to Affiliate	1	100.0%	0.0%	0.0%
Violation of Rules	2	100.0%	0.0%	0.0%
Voluntary Separation Program	1	100.0%	0.0%	0.0%
III. Promotions				
	Total	Cherokee	Other Tribal	Non-Native
	30	83.3%	3.3%	13.3%
Job Titles of Promoted Cherokees				
Baker 1				
Baker 2				
Casino Host				
Casino Service Representative				
Drop Count Associate I				
E-Games tech 1				
EVS Lead Casino Attendant				
F & B Supervisor - Level 2				
Housekeeping-Porter				

Main Cage Cashier				
Mixologist				
Production Cook				
Senior Security Officer				
Sr. Dealer				

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment	Total	Cherokee	Other Tribal	Non Native
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	29	72.4%	10.3%	17.2%
Manager	223	75.3%	2.2%	22.4%
Supervisor	190	73.2%	5.3%	21.6%
Non-Management	3,623	71.3%	7.2%	21.4%
Sub-Total:	4,071			

Includes Will Rogers Downs

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	23	60.9%	0.0%	39.1%
Director/General Manager	35	51.4%	5.7%	42.9%
Manager	97	62.9%	8.2%	28.9%
Supervisor	9	77.8%	22.2%	0.0%
Non-Management	311	70.7%	5.8%	23.5%
Sub-Total:	475			

Cherokee Nation Assurance	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	17	5.9%	0.0%	94.1%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	215	0.0%	0.0%	100.0%
Sub-Total:	234			

Cherokee Nation Construction Services	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	10	20.0%	10.0%	70.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	5	20.0%	0.0%	80.0%
Sub-Total:	18			

Cherokee Nation Technology	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	27	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	423	0.0%	0.9%	99.1%
Sub-Total:	453			
Cherokee Services Group				
Cherokee Services Group	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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	64	0.0%	0.0%	100.0%
Sub-Total:	69			
Cherokee Nation Security and Defense				
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	100.0%	0.0%	0.0%
Manager	7	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	25	12.0%	4.0%	84.0%
Sub-Total:	33			
CN Aerospace and Defense				
CN Aerospace and Defense	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	3	33.3%	33.3%	33.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	9	33.3%	0.0%	66.7%
Sub-Total:	12			
CND				
CND	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	3	66.7%	0.0%	33.3%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	199	92.0%	4.5%	3.5%
Sub-Total:	208			

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	15	13.3%	0.0%	86.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	83	21.7%	0.0%	78.3%
Sub-Total:	99			
Cherokee Nation Healthcare Services				
Cherokee Nation Healthcare Services	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	20.0%	0.0%	80.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	183	0.0%	1.1%	98.9%
Sub-Total:	190			
Cherokee Nation Government Solutions				
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	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	14	0.0%	0.0%	100.0%
Sub-Total:	15			
Cherokee Nation Technology Solutions				
Cherokee Nation Technology 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	32	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	208	0.0%	0.0%	100.0%
Sub-Total:	243			
Cherokee CRC				
Cherokee CRC	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	4	0.0%	25.0%	75.0%
Non-Management	18	5.6%	5.6%	88.9%
Sub-Total:	28			

Cherokee Nation 3S	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	14	7.1%	0.0%	92.9%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	116	0.9%	0.9%	98.3%
Sub-Total:	132			
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	1	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Sub-Total:	2			
Cherokee Nation Mission Solutions				
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	10	10.0%	0.0%	90.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	185	0.0%	0.0%	100.0%
Sub-Total:	197			
Cherokee Nation Office 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	0	0.0%	0.0%	0.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	0	0.0%	0.0%	0.0%
Sub-Total:	2			
Cherokee Nation Mechanical				
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	15	0.0%	0.0%	100.0%
Sub-Total:	19			

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	77.8%	11.1%	11.1%
Supervisor	1	0.0%	100.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Sub-Total:	11			
Cherokee Nation Strategic Programs				
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	100.0%	0.0%	0.0%
Manager	7	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	104	0.0%	0.0%	100.0%
Sub-Total:	112			
Cherokee Nation Environmental Solutions				
Cherokee Nation Environmental Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	4	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	5	20.0%	0.0%	80.0%
Sub-Total:	11			
Cherokee Nation Telecommunications				
Cherokee Nation Telecommunications	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	0	0.0%	0.0%	0.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	14	71.4%	21.4%	7.1%
Sub-Total:	17			
Cherokee Nation Systems Solutions				
Cherokee Nation Systems 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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	26	7.7%	0.0%	92.3%
Sub-Total:	30			

Cherokee Nation Management & Consulting	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	17	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	220	0.0%	0.5%	99.5%
Sub-Total:	241			

II. Full List of Termination Reasons

Attendance	Misconduct
Child/House Care	Misstatement on Application
CNGC License Denied	No Call-No Show
CNGC License Revoked	No Show Orientation
Death	Partial/Total Disability
Discharge	Personal Reasons
Dissatisfied w/Fellow Employee	Relocation
Dissatisfied with Hours	Resignation
Dissatisfied with Pay	Resignation-Other Position
Dissatisfied with Supervision	Resigned with Notice
Early Retirement	Resigned without Notice
Elimination of Position	Return to School
End Temporary Employment	Short Term Disability Ended
Failure To Meet Min Employment Req.	Staff Reduction
Failure to Return from Leave	Tardiness
Family Reasons	Transfer to Affiliate
Gross Misconduct	Unforeseen Circumstances
Health Reasons	Unsatisfactory Performance
Illness in Family	Violation of Rules
Job Abandonment	Voluntary Separation Program