

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



November 1, 2021 as of October 31, 2021
Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Council of the Cherokee Nation for the month of October 2021

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	6,766	2,502	233	4,031
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	3,463	66.4%	6.2%	27.5%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	262	32.1%	2.3%	65.6%
<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	2,886	65.0%	6.5%	28.5%
Catoosa	1,116	46.3%	9.9%	43.8%
Ft. Gibson	97	87.6%	7.2%	5.2%
Grove	102	77.5%	2.9%	19.6%
Jay Laundry	16	100.0%	0.0%	0.0%
Ramona	110	57.3%	9.1%	33.6%
Roland	335	79.7%	4.2%	16.1%
Sallisaw	84	92.9%	1.2%	6.0%
S. Coffeyville	92	58.7%	6.5%	34.8%
Tahlequah	193	85.0%	1.6%	13.5%
West Siloam	464	79.1%	3.0%	17.9%
Blue Ribbons Downs	2	100.0%	0.0%	0.0%
Corporate	275	66.9%	7.3%	25.8%
Cherokee Nation Businesses	391	68.5%	5.9%	25.6%
Cherokee Nation Property Management	27	88.9%	3.7%	7.4%
Cultural and Economic Development	87	86.2%	6.9%	6.9%
Sub-Total:	3,391	63.9%	6.3%	27.2%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	66	65.2%	1.5%	33.3%
CND LLC	110	90.9%	0.0%	9.1%
Cherokee Nation Telecommunications	5	40.0%	20.0%	40.0%
Cherokee Nation Red Wing	1	0.0%	0.0%	100.0%
Sub-Total:	182	79.7%	1.1%	19.2%
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	28	78.6%	0.0%	21.4%
Director/General Manager	80	60.0%	6.3%	33.8%
Manager	311	72.7%	4.2%	23.2%
Supervisor	278	78.1%	5.8%	16.2%
Non-Management	2,876	65.2%	6.5%	28.3%
Sub-Total:	3,573			

*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	317	0.9%	0.3%	98.7%
CN Aerospace and Defense, LLC	42	0.0%	0.0%	100.0%
Cherokee Nation Businesses	93	4.3%	2.2%	93.5%
CND LLC	1	0.0%	0.0%	100.0%
Cherokee Nation Technology	62	0.0%	0.0%	100.0%
Cherokee Services Group	65	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	49	4.1%	2.0%	93.9%
Cherokee Nation Assurance	154	0.0%	0.6%	99.4%
Cherokee Nation Construction Services	5	0.0%	0.0%	100.0%
Cherokee Nation Healthcare Services	29	0.0%	0.0%	100.0%
Cherokee Nation Government Solutions	0	0.0%	0.0%	0.0%
Cherokee Nation Technology Solutions	32	0.0%	0.0%	100.0%
Cherokee CRC LLC	12	16.7%	0.0%	83.3%
Cherokee Nation 3S	295	0.7%	0.0%	99.3%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	187	0.5%	0.0%	99.5%
Cherokee Nation Mechanical	12	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	696	0.1%	0.0%	99.9%
Cherokee Nation Environmental Solutions	23	8.7%	0.0%	91.3%
Cherokee Nation Systems Solutions	265	1.1%	0.0%	98.9%
Cherokee Nation Management & Consulting	572	0.3%	0.7%	99.0%
Cherokee Nation Red Wing	66	0.0%	0.0%	100.0%
CN Solutions Link LLC	12	8.3%	0.0%	91.7%
CN Federal Consulting, LLC	32	0.0%	0.0%	100.0%
Will Rogers Downs	153	58.2%	2.6%	39.2%
Cherokee Insights, LLC	17	5.9%	0.0%	94.1%
Cherokee Nation Development Group, LLC	1	0.0%	0.0%	100.0%
Cherokee Nation Integrated Health, LLC	1	100.0%	0.0%	0.0%
Sub-Total:	3,193	3.6%	0.4%	96.0%
<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	9	11.1%	0.0%	88.9%
Director/General Manager	33	12.1%	0.0%	87.9%
Manager	327	5.2%	0.3%	94.5%
Supervisor	44	22.7%	0.0%	77.3%
Non-Management	2,780	2.9%	0.4%	96.6%
Sub-Total:	3,193			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	1,385	43.8%	7.9%	48.4%
# of Distinct Applicants	963	43.5%	8.2%	51.1%
Total Positions Hired	118	45.8%	6.8%	47.5%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	146	55.5%	5.5%	39.0%
Attendance	3	33.3%	33.3%	33.3%
Dissatisfied with Career Advancement	1	0.0%	0.0%	100.0%
Dissatisfied with Department	1	0.0%	0.0%	100.0%
Dissatisfied with Job	9	77.8%	11.1%	11.1%
Dissatisfied with Manager	1	0.0%	0.0%	100.0%
Dissatisfied with Pay	8	50.0%	0.0%	50.0%
Dissatisfied with Shift	1	100.0%	0.0%	0.0%
Failure to Return from Leave	3	0.0%	0.0%	100.0%
Family Reasons	7	42.9%	0.0%	57.1%
Felt Underappreciated	1	100.0%	0.0%	0.0%
No Call-No Show	34	50.0%	5.9%	44.1%
No Show Orientation	4	50.0%	0.0%	50.0%
Not Challenged	1	100.0%	0.0%	0.0%
Personal Reasons	55	63.6%	7.3%	29.1%
Physical Work Environment	5	20.0%	0.0%	80.0%
Relocation	4	100.0%	0.0%	0.0%
Retirement	2	50.0%	0.0%	50.0%
Return to School	1	0.0%	0.0%	100.0%
Terminated During Probation Period	1	0.0%	0.0%	100.0%
Transfer to CN Affiliate	1	100.0%	0.0%	0.0%
Violation of Rules	3	66.7%	0.0%	33.3%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	48	79.2%	2.1%	18.8%
Asst GC Super- Cherry Springs	1	100.0%	0.0%	0.0%
Bell Associate	1	100.0%	0.0%	0.0%
C.T. Golf Course Superintenden	2	100.0%	0.0%	0.0%
Cage-Player Services Supervisor	2	100.0%	0.0%	0.0%
Cashiering Supervisor	1	100.0%	0.0%	0.0%
Director Content Marketing	1	100.0%	0.0%	0.0%
Drop Count Associate I	1	0.0%	0.0%	100.0%
Drop Count Lead	1	100.0%	0.0%	0.0%
Drop Count Supervisor I	2	100.0%	0.0%	0.0%
E Games Tech 3	2	100.0%	0.0%	0.0%
EVS Casino Attendant	2	100.0%	0.0%	0.0%
F & B Supervisor - Level 1	1	0.0%	0.0%	100.0%
Fac/Maint. Associate	1	100.0%	0.0%	0.0%
Front Office Lead	1	100.0%	0.0%	0.0%
Golf Course Superintendent	1	100.0%	0.0%	0.0%
Lead Fac.Maintenance Associate	1	0.0%	0.0%	100.0%
Lead Player Services Cashier	4	100.0%	0.0%	0.0%
Lead Retail Cashier I	1	100.0%	0.0%	0.0%
Lead Security Guard	3	66.7%	0.0%	33.3%
Lead Surveillance Agent	1	100.0%	0.0%	0.0%
Manager Content Marketing	1	100.0%	0.0%	0.0%
Manager, Audio Visual Systems	1	100.0%	0.0%	0.0%
Marketing Manager	1	0.0%	0.0%	100.0%
Materials Associate	1	100.0%	0.0%	0.0%
Mixologist	3	0.0%	0.0%	100.0%
Player Services Representative	1	100.0%	0.0%	0.0%
Price Book Associate	1	0.0%	100.0%	0.0%
Production Cook	2	100.0%	0.0%	0.0%
Room Inspector	1	100.0%	0.0%	0.0%
Saucier Cook	2	50.0%	0.0%	50.0%
Security Guard/Armed	1	100.0%	0.0%	0.0%
Security Guard/Unarmed	1	100.0%	0.0%	0.0%
Sr Manager Production Marketing	1	100.0%	0.0%	0.0%
Sr. Manager of Card Games	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	208	73.6%	3.8%	22.6%
Supervisor	272	75.7%	5.9%	18.4%
Non-Management	2,514	62.6%	6.6%	30.7%
Sub-Total:	3,039			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	27	59.3%	0.0%	40.7%
Director/General Manager	42	45.2%	9.5%	45.2%
Manager	90	58.9%	4.4%	36.7%
Supervisor	8	75.0%	0.0%	25.0%
Non-Management	317	56.2%	5.4%	38.5%
Sub-Total:	484			

Cherokee Nation Assurance	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	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	141	0.0%	0.7%	99.3%
Sub-Total:	154			

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	1	0.0%	0.0%	100.0%
Non-Management	2	0.0%	0.0%	100.0%
Sub-Total:	5			

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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	57	0.0%	0.0%	100.0%
Sub-Total:	62			

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	1	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:	65			

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	9	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	39	5.1%	2.6%	92.3%
Sub-Total:	49			

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	11	18.2%	9.1%	72.7%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	95	42.1%	0.0%	57.9%
Sub-Total:	108			

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	4	50.0%	0.0%	50.0%
Supervisor	8	100.0%	0.0%	0.0%
Non-Management	98	91.8%	0.0%	8.2%
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	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	54	0.0%	0.0%	100.0%
Sub-Total:	67			

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	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	27	0.0%	0.0%	100.0%
Sub-Total:	29			

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	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	27	0.0%	0.0%	100.0%
Sub-Total:	32			

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	4	0.0%	0.0%	100.0%
Non-Management	4	50.0%	0.0%	50.0%
Sub-Total:	12			

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	27	3.7%	0.0%	96.3%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	261	0.0%	0.0%	100.0%
Sub-Total:	295			

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	17	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	168	0.6%	0.0%	99.4%
Sub-Total:	187			

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	299	0.0%	0.3%	99.7%
Sub-Total:	317			

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	4	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:	12			

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	51	2.0%	0.0%	98.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	644	0.0%	0.0%	100.0%
Sub-Total:	696			

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	6	16.7%	0.0%	83.3%
Supervisor	7	0.0%	0.0%	100.0%
Non-Management	9	0.0%	0.0%	100.0%
Sub-Total:	23			

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	17	5.9%	0.0%	94.1%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	248	0.8%	0.0%	99.2%
Sub-Total:	265			

Cherokee Nation Management & Consulting	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	13	0.0%	0.0%	100.0%
Manager	99	1.0%	0.0%	99.0%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	454	0.2%	0.9%	98.9%
Sub-Total:	572			

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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	9	11.1%	0.0%	88.9%
Sub-Total:	12			

CN Federal Consulting, 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	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:	32			

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	16	0.0%	0.0%	100.0%
Sub-Total:	17			

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	1	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	0	0.0%	0.0%	0.0%
Sub-Total:	1			

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	19	89.5%	5.3%	5.3%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	60	85.0%	8.3%	6.7%
Sub-Total:	87			

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