

CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT



CHEROKEE NATION™
Businesses

July 1, 2018 as of June 30, 2018
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of June 2018

Table of Contents

Tribal Employment.....	1
I. Overall.....	1
II. By Company Type and Organization Level.....	1
Additional Cherokee Nation Entertainment Information.....	3
I. Hiring Practices	3
II. Retention.....	3
III. Promotions.....	3
Appendix.....	4
I. Organization Level by Company	4
II. Full List of Termination Reasons	9

Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	6,982	3,452	331	3,199
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,458	72.9%	6.8%	20.2%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	314	36.0%	2.2%	61.8%
<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	3,858	71.6%	6.9%	21.4%
Catoosa	1,578	52.0%	11.3%	36.7%
Ft. Gibson	134	93.3%	5.2%	1.5%
Grove	145	86.2%	3.4%	10.3%
Jay Laundry	22	90.9%	4.5%	4.5%
Ramona	138	64.5%	5.8%	29.7%
Roland	477	90.1%	2.9%	6.9%
Sallisaw	117	90.6%	2.6%	6.8%
S. Coffeyville	117	66.7%	8.5%	24.8%
Tahlequah	169	92.3%	2.4%	5.3%
West Siloam	734	88.7%	2.5%	8.9%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	224	71.4%	8.9%	19.6%
Cherokee Nation Businesses	451	72.7%	6.4%	20.8%
Cherokee Nation Property Management	10	70.0%	20.0%	10.0%
Sub-Total:	4,319	71.8%	6.9%	21.3%
Native American Preference Companies				
	Total Employees	Cherokee	Other Tribal	Non-Native
<i>(Includes Temporary and Contract Employees)</i>				
CN Aerospace and Defense, LLC	28	67.9%	3.6%	28.6%
CND LLC	191	90.6%	5.2%	4.2%
Cherokee Nat Office Solutions	4	75.0%	0.0%	25.0%
Cherokee Nation Telecommunications	17	70.6%	17.6%	11.8%
Cherokee Nation Red Wing	14	78.6%	0.0%	21.4%
Sub-Total:	254	85.8%	5.5%	8.7%

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%	3.6%	17.9%
Director/General Manager	60	63.3%	6.7%	30.0%
Manager	318	70.8%	5.0%	24.2%
Supervisor	205	76.6%	7.3%	16.1%
Non-Management	3,962	72.6%	7.0%	20.4%
Sub-Total:	4,573			

*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 Businesses	36	2.8%	0.0%	97.2%
Cherokee Nation Technology	470	0.0%	0.9%	99.1%
Cherokee Services Group	68	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	40	10.0%	2.5%	87.5%
Cherokee Nation Assurance	229	0.4%	0.0%	99.6%
Cherokee Nation Construction Services	17	23.5%	5.9%	70.6%
Cherokee Nation Healthcare Services	167	0.6%	1.2%	98.2%
Cherokee Nation Government Solutions	13	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	244	0.0%	0.0%	100.0%
Cherokee CRC LLC	30	3.3%	6.7%	90.0%
Cherokee Nation 3S	128	0.8%	0.8%	98.4%
Cherokee Nation Construction Resources	2	100.0%	0.0%	0.0%
CN Mission Solutions	231	0.4%	0.0%	99.6%
Cherokee Nation Mechanical	19	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	127	0.8%	0.0%	99.2%
Cherokee Nation Environmental Solutions	10	20.0%	0.0%	80.0%
Cherokee Nation Systems Solutions	33	9.1%	0.0%	90.9%
Cherokee Nation Management & Consulting	238	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	124	0.0%	0.0%	100.0%
Will Rogers Downs	183	61.7%	3.8%	34.4%
Sub-Total:	2,409	5.6%	0.7%	93.6%

**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				
Vice President and above	5	0.0%	0.0%	100.0%
Director/General Manager	29	20.7%	0.0%	79.3%
Manager	205	7.8%	0.5%	91.7%
Supervisor	18	11.1%	5.6%	83.3%
Non-Management	2,152	5.2%	0.7%	94.1%
Sub-Total:	2,409			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	5,091	34.2%	7.8%	58.0%
Total Positions Hired	186	65.6%	8.1%	26.3%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	179	77.1%	6.1%	16.8%
Attendance	9	77.8%	0.0%	22.2%
Failure To Meet Min Emplmt Req	7	71.4%	14.3%	14.3%
Failure to Return from Leave	7	57.1%	0.0%	42.9%
No Call-No Show	23	69.6%	17.4%	13.0%
No Show Orientation	7	57.1%	14.3%	28.6%
Resigned with Notice	49	81.6%	6.1%	12.2%
Resigned without Notice	69	81.2%	2.9%	15.9%
Violation of Rules	1	0.0%	0.0%	100.0%
Transfer to Affiliate	4	100.0%	0.0%	0.0%
Voluntary Separation Program	1	100.0%	0.0%	0.0%
Misconduct	1	100.0%	0.0%	0.0%
Tardiness	1	0.0%	0.0%	100.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	70	72.9%	7.1%	20.0%
Job Titles of Promoted Cherokees				
Mixologist				
Production Cook				
Security Guard/Armed				
Security Guard/Unarmed				
Casino Service Representative				
Front Office Shift Supervisor				
F & B Supervisor - Level 2				
E-Games tech 1				
Saucier Cook				
Sous Chef				
Lead Surveillance Agent				
Wok Cook				
Lead Spa Receptionist				
Lead Security Guard				
Drop Count Lead				
Lead Players Club Rep				
F & B Supervisor - Level 1				
Revenue Audit Associate II				
E Games Tech 2				
Lead Night Clerks - Hotel				
Front Desk Agent				

Spa Receptionist				
Spa Supervisor				
Lead Smokeshop Cashier				
Commercial Plumber II				
Hotel Detective				
Materials Associate II				
Security Supervisor				
Lead Laundry Attendant				
Revenue Audit Associate I				
Director Property F&B				
Lead Retail Cashier I				
E Games Tech 3- WRD				
Racing Maintenance Associate				

Appendix

I. Organization Level by Company

Cherokee Nation Entertainment	Total	Cherokee	Other Tribal	Non Native
Vice President and above	10	80.0%	10.0%	10.0%
Director/General Manager	27	70.4%	7.4%	22.2%
Manager	219	74.4%	2.7%	22.8%
Supervisor	194	74.2%	5.7%	20.1%
Non-Management	3,591	70.8%	7.1%	22.1%
Sub-Total:	4,041			

Includes Will Rogers Downs

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	22	59.1%	0.0%	40.9%
Director/General Manager	35	54.3%	5.7%	40.0%
Manager	102	61.8%	7.8%	30.4%
Supervisor	10	70.0%	20.0%	10.0%
Non-Management	318	71.4%	5.3%	23.3%
Sub-Total:	487			

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	210	0.0%	0.0%	100.0%
Sub-Total:	229			

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	4	25.0%	0.0%	75.0%
Sub-Total:	17			

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	440	0.0%	0.9%	99.1%
Sub-Total:	470			

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	63	0.0%	0.0%	100.0%
Sub-Total:	68			

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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	31	9.7%	3.2%	87.1%
Sub-Total:	40			

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	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	25	72.0%	0.0%	28.0%
Sub-Total:	28			

CND 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	66.7%	0.0%	33.3%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	182	91.2%	4.9%	3.8%
Sub-Total:	191			

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	19	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	118	9.3%	0.0%	90.7%
Sub-Total:	138			

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	160	0.0%	1.3%	98.8%
Sub-Total:	167			

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	12	0.0%	0.0%	100.0%
Sub-Total:	13			

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	31	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	210	0.0%	0.0%	100.0%
Sub-Total:	244			

Cherokee CRC, 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	5	0.0%	0.0%	100.0%
Supervisor	4	0.0%	25.0%	75.0%
Non-Management	21	4.8%	4.8%	90.5%
Sub-Total:	30			

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	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	114	0.9%	0.9%	98.2%
Sub-Total:	128			

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			

CN 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	13	7.7%	0.0%	92.3%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	216	0.0%	0.0%	100.0%
Sub-Total:	231			

Cherokee Nat Office 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	1	0.0%	0.0%	100.0%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	0	0.0%	0.0%	0.0%
Sub-Total:	4			

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	8	75.0%	12.5%	12.5%
Supervisor	1	0.0%	100.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Sub-Total:	10			

Cherokee Nation Strategic Programs	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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	117	0.0%	0.0%	100.0%
Sub-Total:	127			

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	3	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:	10			

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	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	29	6.9%	0.0%	93.1%
Sub-Total:	33			

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	217	0.0%	0.0%	100.0%
Sub-Total:	238			

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