

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**CHEROKEE NATION™**  
Businesses

**September 1, 2017 as of August 31, 2017  
Compiled by Barbara Knowlton, CNB  
Director of Corporate Administration  
Standard Report to the Tribal Council for the month of August 2017**

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"This Executive Summary provides a snapshot of CNB headcount and Cherokee Utilization. The overall CNB headcount as of August 31, 2017 was 6,827. However, this Executive Summary excludes employees who are on government contracts because the timing of contract terms may skew data and our intent is to focus on those opportunities for Cherokee employment more directly within our control. Temporary employees are also excluded."

## Executive Summary

<b>I. Preference Locations Only</b>		
<i>(Excluding Temporary and Contract Employees, including companies where we <u>can</u> practice preference)</i>		
	<b>Cherokee Percentage</b>	<b>Headcount</b>
<b>Current Headcount</b>		<b>4,796</b>
<i>Headcount Range (1/2012 – Current)</i>		<b>3,539 - 4,837</b>
<b>Current Cherokee Utilization</b>	<b>72.9%</b>	<b>3,497</b>
<i>Cherokee Headcount as of 9/30/2016</i>		<b>3,391</b>
<i>Range of Cherokee Utilization (1/2012 - Current)</i>	<b>67.3% (2,383) - 76.7% (2,931)</b>	
<i>Average Fiscal YTD Cherokee Utilization (Cherokee/Total)</i>	<b>73.3%</b>	<b>3,509/4,787</b>
<i>Median Fiscal YTD Cherokee Utilization (Cherokee/Total)</i>	<b>73.4%</b>	<b>3,521/4,796</b>
<b>II. Total Employment by Company</b>		
<i>(Includes Temporary and Contract Employees)</i>		
<b>Preference Locations</b>		
Cherokee Nation Businesses	67.3%	490
Cherokee Nation Property Management	80.0%	10
Cherokee Nation Entertainment	72.4%	4,205
Diversified Businesses	84.5%	271
<b>Subtotal</b>	<b>72.6%</b>	<b>4,976</b>
<b>Non-Preference Locations</b>		
Diversified Businesses	2.0%	659
Government Contract and Temporary Employees	0.6%	1,192
<b>Total</b>	<b>53.2%</b>	<b>6,827</b>
<b>III. By Organization Levels</b>		
<b>All Cherokee Nation Businesses</b>		
Vice President and above	71.0%	31
Director/General Manager	52.1%	96
Manager	49.7%	497
Supervisor	67.0%	221
Non-Management	52.9%	5,982
<b>Total</b>	<b>53.2%</b>	<b>6,827</b>

# Appendix

## I. By Company

<b>Cherokee Preference Companies</b>				
<i>*Includes Temporary and Contract Employees</i>				
	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
<b>Cherokee Nation Entertainment</b>	<b>4,205</b>	<b>72.4%</b>	<b>6.8%</b>	<b>20.8%</b>
Catoosa	1,620	54.3%	11.5%	34.1%
Ft. Gibson	142	95.8%	3.5%	0.7%
Grove	171	86.0%	3.5%	10.5%
Jay Laundry	28	96.4%	3.6%	0.0%
Ramona	150	64.7%	5.3%	30.0%
Roland	500	89.6%	3.0%	7.4%
Sallisaw	130	90.0%	2.3%	7.7%
S. Coffeyville	122	72.1%	6.6%	21.3%
Tahlequah	184	91.8%	2.2%	6.0%
West Siloam	746	88.7%	2.1%	9.1%
Will Rogers Downs	195	60.5%	5.6%	33.8%
Blue Ribbons Downs	3	66.7%	0.0%	33.3%
Corporate	214	72.0%	9.8%	18.2%
<b>Cherokee Nation Business</b>	<b>490</b>	<b>67.3%</b>	<b>6.7%</b>	<b>25.9%</b>
<b>Cherokee Nation Property Management</b>	<b>10</b>	<b>80.0%</b>	<b>10.0%</b>	<b>10.0%</b>
<b>Sub-Total</b>	<b>4,705</b>	<b>71.9%</b>	<b>6.8%</b>	<b>21.3%</b>
<b>Native American Preference Companies</b>				
<i>*Includes Temporary and Contract Employees</i>				
<b>Cherokee Nation Industries</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>CN Aerospace and Defense, LLC</b>	<b>9</b>	<b>88.9%</b>	<b>0.0%</b>	<b>11.1%</b>
<b>CND LLC</b>	<b>208</b>	<b>89.4%</b>	<b>5.3%</b>	<b>5.3%</b>
<b>Cherokee Nation Metal Works</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nat Office Solutions</b>	<b>1</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Red Wing</b>	<b>35</b>	<b>62.9%</b>	<b>2.9%</b>	<b>34.3%</b>
<b>Cherokee Nation Telecommunications</b>	<b>18</b>	<b>66.7%</b>	<b>16.7%</b>	<b>16.7%</b>
<b>Sub-Total:</b>	<b>271</b>	<b>84.5%</b>	<b>5.5%</b>	<b>10.0%</b>
<b>Non-Preference Companies</b>				
<i>*Includes Temporary and Contract Employees</i>				
<b>Cherokee Nation Technology</b>	<b>370</b>	<b>0.0%</b>	<b>1.4%</b>	<b>98.6%</b>
<b>Cherokee Services Group</b>	<b>92</b>	<b>3.3%</b>	<b>0.0%</b>	<b>96.7%</b>
<b>Cherokee Nation Security and Defense</b>	<b>24</b>	<b>16.7%</b>	<b>0.0%</b>	<b>83.3%</b>
<b>Cherokee Nation Assurance</b>	<b>183</b>	<b>0.5%</b>	<b>0.0%</b>	<b>99.5%</b>
<b>Cherokee Nation Construction Services</b>	<b>16</b>	<b>25.0%</b>	<b>0.0%</b>	<b>75.0%</b>
<b>Cherokee Medical Services</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Healthcare Services</b>	<b>198</b>	<b>0.5%</b>	<b>1.5%</b>	<b>98.0%</b>
<b>Cherokee Nation Government Solutions</b>	<b>7</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Technology Solutions</b>	<b>325</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee CRC LLC</b>	<b>28</b>	<b>3.6%</b>	<b>10.7%</b>	<b>85.7%</b>

**Non-Preference Companies (continued)**

*\*Includes Temporary and Contract Employees*

	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
<b>Cherokee Nation 3S</b>	<b>112</b>	<b>2.7%</b>	<b>0.9%</b>	<b>96.4%</b>
<b>Cherokee Nation Construction Resources</b>	<b>2</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>CN Mission Solutions</b>	<b>132</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Mechanical</b>	<b>20</b>	<b>0.0%</b>	<b>5.0%</b>	<b>95.0%</b>
<b>Cherokee Nation Defense Solutions</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Strategic Programs</b>	<b>81</b>	<b>1.2%</b>	<b>0.0%</b>	<b>98.8%</b>
<b>Cherokee Nation Environmental Solutions</b>	<b>6</b>	<b>16.7%</b>	<b>0.0%</b>	<b>83.3%</b>
<b>Cherokee Nation Protective Services</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Facilities Management</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Systems Solutions</b>	<b>2</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Medical Logistics</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Management &amp; Consulting</b>	<b>191</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Diagnostic Innovations</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Red Wing</b>	<b>62</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Technology Services</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Sub-Total</b>	<b>1,851</b>	<b>1.1%</b>	<b>0.7%</b>	<b>98.2%</b>

**II. Organization Level by Company**

	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
<b>Cherokee Nation Entertainment</b>				
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	33	69.7%	6.1%	24.2%
Manager	216	74.5%	2.8%	22.7%
Supervisor	196	69.9%	5.1%	25.0%
Non-Management	3,754	72.4%	7.1%	20.5%
<b>Subtotal</b>	<b>4,205</b>			
<b>Cherokee Nation Business</b>				
Vice President and above	25	68.0%	0.0%	32.0%
Director/General Manager	34	55.9%	5.9%	38.2%
Manager	102	65.7%	5.9%	28.4%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	320	69.1%	7.2%	23.8%
<b>Subtotal</b>	<b>490</b>			
<b>Cherokee Nation Assurance</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	13	7.7%	0.0%	92.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	168	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>183</b>			

<b>II. Organization Level by Company (continued)</b>				
<b>Cherokee Nation Metal Works</b>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
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%
<b>Subtotal</b>	<b>0</b>			
<b>Cherokee Nation Construction Services</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	50.0%	0.0%	50.0%
Manager	8	25.0%	0.0%	75.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	6	16.7%	0.0%	83.3%
<b>Subtotal</b>	<b>16</b>			
<b>Cherokee Nation Technology</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	20	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	347	0.0%	1.4%	98.6%
<b>Subtotal</b>	<b>370</b>			
<b>Cherokee Services Group</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	6	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	85	3.5%	0.0%	96.5%
<b>Subtotal</b>	<b>92</b>			
<b>Cherokee Nation Security and Defense</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	18	16.7%	0.0%	83.3%
<b>Subtotal</b>	<b>24</b>			

<b>II. Organization Level by Company (continued)</b>				
	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
<b>Cherokee Nation Industries</b>				
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%
<b>Subtotal</b>	<b>0</b>			
<b>CN Aerospace and Defense, LLC</b>				
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	9	88.9%	0.0%	11.1%
<b>Subtotal</b>	<b>9</b>			
<b>CND LLC.</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	100.0%	0.0%	0.0%
Manager	4	100.0%	0.0%	0.0%
Supervisor	7	57.1%	14.3%	28.6%
Non-Management	195	90.3%	5.1%	4.6%
<b>Subtotal</b>	<b>208</b>			
<b>Cherokee Nation Red Wing</b>				
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%	6.7%	80.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	81	24.7%	0.0%	75.3%
<b>Subtotal</b>	<b>97</b>			
<b>Cherokee Medical Services</b>				
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%
<b>Subtotal</b>	<b>0</b>			

<b>II. Organization Level by Company</b> (continued)				
<b>Cherokee Nation Healthcare Services</b>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	4	25.0%	0.0%	75.0%
Supervisor	2	0.0%	0.0%	100.0%
Non-Management	190	0.0%	1.6%	98.4%
<b>Subtotal</b>	<b>198</b>			
<b>Cherokee Nation Government Solutions</b>				
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	6	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>7</b>			
<b>Cherokee Nation Technology Solutions</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	5	0.0%	0.0%	100.0%
Manager	40	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	279	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>325</b>			
<b>Cherokee CRC LLC</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	7	0.0%	28.6%	71.4%
Supervisor	2	0.0%	0.0%	100.0%
Non-Management	19	5.3%	5.3%	89.5%
<b>Subtotal</b>	<b>28</b>			
<b>Cherokee Nation 3S</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	12	8.3%	0.0%	91.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	99	1.0%	1.0%	98.0%
<b>Subtotal</b>	<b>112</b>			



<b>II. Organization Level by Company</b> (continued)				
	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
<b>Cherokee Nation Construction Resources</b>				
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%
<b>Subtotal</b>	<b>2</b>			
<b>CN Mission Solutions</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	6	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	123	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>132</b>			
<b>Cherokee Nat Office Solutions</b>				
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	0	0.0%	0.0%	0.0%
Non-Management	0	0.0%	0.0%	0.0%
<b>Subtotal</b>	<b>1</b>			
<b>Cherokee Nation Mechanical</b>				
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%	16.7%	83.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	14	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>20</b>			
<b>Cherokee Nation Defense Solutions</b>				
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%
<b>Subtotal</b>	<b>0</b>			

<b>II. Organization Level by Company</b> (continued)				
	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
<b>Cherokee Nation Property Mgt.</b>				
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	0	0.0%	0.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
<b>Subtotal</b>	<b>10</b>			
<b>Cherokee Nation Strategic Programs</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	75	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>81</b>			
<b>Cherokee Nation Environmental Solutions</b>				
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	6	16.7%	0.0%	83.3%
<b>Subtotal</b>	<b>6</b>			
<b>Cherokee Nation Telecommunications</b>				
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	2	50.0%	0.0%	50.0%
Non-Management	14	71.4%	21.4%	7.1%
<b>Subtotal</b>	<b>18</b>			
<b>Cherokee Nation Protective Services</b>				
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%
<b>Subtotal</b>	<b>0</b>			

## II. Organization Level by Company (continued)

	Total Employees	Cherokee	Other Tribe	Non-Native
<b>Cherokee Nation Facilities Management</b>				
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%
<b>Subtotal</b>	<b>0</b>			
<b>Cherokee Nation Systems Solutions</b>				
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	2	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>2</b>			
<b>Cherokee Nation Medical Logistics</b>				
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%
<b>Subtotal</b>	<b>0</b>			
<b>Cherokee Nation Management &amp; Consulting</b>				
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	170	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>191</b>			
<b>Cherokee Nation Diagnostic Innovations</b>				
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%
<b>Subtotal</b>	<b>0</b>			

<b>II. Organization Level by Company</b> (continued)				
<b>Cherokee Nation Technology Services</b>				
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%
<b>Subtotal</b>	<b>0</b>			

### **III. Additional Cherokee Nation Entertainment Information**

<b>I. Hiring Practices</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
Active Resumes/Applications	2,072	31.2%	8.2%	60.6%
Total Positions Hired	167	64.1%	10.2%	25.7%
<b>II. Retention</b>				
<b>Employees Terminated</b>	<b>182</b>	<b>68.7%</b>	<b>8.2%</b>	<b>23.1%</b>
Attendance	2	100.0%	0.0%	0.0%
CNGC License Denied	1	0.0%	0.0%	100.0%
Failure To Meet Min Emplmt Req	9	55.6%	11.1%	33.3%
No Call-No Show	26	57.7%	19.2%	23.1%
No Show Orientation	9	55.6%	0.0%	44.4%
Personal Reasons	1	100.0%	0.0%	0.0%
Resigned with Notice	64	73.4%	3.1%	23.4%
Resigned without Notice	62	75.8%	6.5%	17.7%
Return to School	1	100.0%	0.0%	0.0%
Unsatisfactory Performance	1	0.0%	0.0%	100.0%
Violation of Rules	6	33.3%	50.0%	16.7%

<b>IV. Promotions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
	<b>36</b>	<b>80.6%</b>	<b>2.8%</b>	<b>16.7%</b>
<b>Job titles of Promoted Cherokees</b>				
Barback PM				
Bell Associate				
Beverage Associate				
Casino Host				
Casino Service Representative				
Count/Drop Team Supervisor				
Customer Service Administrator				
Dual Rate Lead				
E-Games tech 1				
Entry Casino Service Rep.				
HR Associate - Level 1				
HR Associate - Level 3				
HVAC Apprentice				
Lead Cashier-NL				

Lead Fac.Maintenance Associate				
Lead Retail Cashier I				
Lead Security Guard				
Lead Simulcast Teller				
Main Cage Cashier				
Mixologist				
Pantry Person				
Players Club Representative				
Production Cook				
Production Cook- WRD				
Revenue Audit Associate III				
Saucier Cook				
Security Guard/Armed				
Surveillance Agent				

**V. Full List of Termination Reasons**

Attendance				
Child/House Care				
CNGC License Denied				
CNGC License Revoked				
Death				
Discharge				
Dissatisfied w/Fellow Employee				
Dissatisfied with Hours				
Dissatisfied with Pay				
Dissatisfied with Supervision				
Early Retirement				
Elimination of Position				
End Temporary Employment				
Failure To Meet Min Employment Req.				
Failure to Return from Leave				
Family Reasons				
Gross Misconduct				
Health Reasons				
Illness in Family				
Job Abandonment				
Misconduct				
Misstatement on Application				
No Call-No Show				
No Call-No Show				
No Show Orientation				
No Show Orientation				
Partial/Total Disability				
Personal Reasons				
Relocation				
Resignation				
Resignation-Other Position				
Resigned with Notice				

Resigned without Notice				
Return to School				
Short Term Disability Ended				
Staff Reduction				
Tardiness				
Transfer to Affiliate				
Unforeseen Circumstances				
Unsatisfactory Performance				
Violation of Rules				
Voluntary Separation Program				