

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**August 1, 2016
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of July 2016**

I. Tribal Employment:

	Total Employees	Cherokee	Other Tribe
A. All Cherokee Nation Businesses (Including All Employees)	6560		
1A. Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees, including companies where we can't practice preference)</i>	4932	69.4%	6.9%
1B. Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees, including companies where we can practice preference)</i>	4621	72.9%	7.2%
B. 1. Cherokee Nation Entertainment	4053	72.8%	7.3%
2. Catoosa		55.1%	12.2%
3. Ft. Gibson		95.6%	3.8%
4. Jay Laundry		100.0%	0.0%
5. Ramona		68.0%	4.6%
6. Roland		88.0%	3.1%
7. Sallisaw		88.4%	3.3%
8. S. Coffeyville		75.2%	5.8%
9. Tahlequah		92.4%	2.0%
10. West Siloam		86.9%	3.1%
11. Will Rogers Downs		64.7%	5.8%
12. Blue Ribbons Downs		66.7%	0.0%
13. Corporate		74.0%	8.8%
C. Cherokee Nation Business	449	67.8%	7.2%
D. Cherokee Nation Assurance	102	1.0%	0.0%
E. Cherokee Nation Metal Works	40	82.5%	2.5%
F. Cherokee Nation Construction Services	19	50.0%	0.0%
G. Cherokee Nation Technology	347	0.0%	0.0%
H. Cherokee Services Group	89	0.0%	0.0%
I. Cherokee Nation Security and Defense	18	22.2%	0.0%
J. Cherokee Nation Industries	19	78.9%	5.3%
K. CN Aerospace and Defense, LLC	9	88.9%	0.0%
L. CND LLC	188	84.6%	6.4%
M. Cherokee Nation Red Wing	66	12.7%	1.6%
N. Cherokee Medical Services	17	0.0%	0.0%
O. Cherokee Nation Healthcare Services	268	0.0%	0.0%
P. Cherokee Nation Government Solutions	27	0.0%	0.0%
Q. Cherokee Nation Technology Solutions	464	0.0%	0.0%
R. Cherokee CRC LLC	39	2.6%	2.6%
S. Cherokee Nation 3S	35	11.4%	0.0%
T. Cherokee Nation Construction Resources	8	100.0%	0.0%
U. CN Mission Solutions	77	0.0%	0.0%
V. Cherokee Nat Office Solutions	2	50.0%	0.0%
W. Cherokee Nation Mechanical	21	0.0%	0.0%
X. Cherokee Nation Defense Solutions	4	0.0%	0.0%
Y. Cherokee Nation Property Mgt.	11	72.7%	9.1%

Z.	Cherokee Nation Strategic Programs	20	0.0%	0.0%
AA.	Cherokee Nation Environmental Solutions	3	66.7%	0.0%
BB.	Cherokee Nation Telecommunications	20	70.0%	15.0%
CC.	Cherokee Nation Protective Services	0	0.0%	0.0%
DD.	Cherokee Nation Facilities Management	0	0.0%	0.0%
EE.	Cherokee Nation Systems Solutions	0	0.0%	0.0%
FF.	Cherokee Nation Medical Logistics	0	0.0%	0.0%
GG.	Cherokee Nation Management & Consulting	145	0.0%	0.0%
HH.	Cherokee Nation Diagnostic Innovations	0	0.0%	0.0%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	28	67.9%	0.0%
2.	Director/General Manager	93	57.0%	4.3%
3.	Manager	456	51.5%	4.2%
4.	Supervisor	220	67.7%	5.5%
5.	Non Management	5763	52.6%	6.0%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	4	75.0%	0.0%
2.	Director/General Manager	31	74.2%	6.5%
3.	Manager	204	75.0%	2.5%
4.	Supervisor	190	69.5%	4.7%
5.	Non Management	3572	71.8%	7.9%
C.	Cherokee Nation Business			
1.	Vice President and above	19	73.7%	0.0%
2.	Director/General Manager	30	56.7%	6.7%
3.	Manager	92	65.2%	7.6%
4.	Supervisor	8	75.0%	25.0%
5.	Non Management	322	70.2%	7.5%
D.	Cherokee Nation Assurance			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	94	0.0%	0.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
E.	Cherokee Nation Metal Works			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	2	50.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	33	87.9%	3.0%
F.	Cherokee Nation Construction Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	13	7.7%	7.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	4	25.0%	0.0%
G.	Cherokee Nation Technology			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	16	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	310	0.0%	1.3%
H.	Cherokee Services Group			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	84	3.6%	0.0%
I.	Cherokee Security and Defense			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	12	16.7%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	2	100.0%	0.0%
4.	Supervisor	2	50.0%	0.0%
5.	Non Management	32	75.0%	12.5%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
K.	CN Aerospace and Defense, LLC			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	9	0.0%	88.9%
L.	CND LLC.			
1.	Vice President and above	31	74.2%	6.5%
2.	Director/General Manager	204	75.0%	2.5%
3.	Manager	190	69.5%	4.7%
4.	Supervisor	3572	71.8%	7.9%
5.	Non Management	1	100.0%	0.0%
M.	Cherokee Nation Red Wing			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	11	9.1%	9.1%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	54	13.0%	0.0%
N.	Cherokee Medical Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	17	0.0%	0.0%
O.	Cherokee Nation Healthcare Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	4	25.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	261	0.0%	2.3%
P.	Cherokee Nation Government Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	26	0.0%	0.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
Q.	Cherokee Nation Technology Solutions			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	5	0.0%	0.0%
	3. Manager	50	0.0%	0.0%
	4. Supervisor	1	0.0%	0.0%
	5. Non Management	408	0.2%	0.2%
R.	Cherokee CRC LLC			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	0	0.0%	0.0%
	3. Manager	7	0.0%	28.6%
	4. Supervisor	1	0.0%	0.0%
	5. Non Management	31	3.2%	3.2%
S.	Cherokee Nation 3S			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	1	100.0%	0.0%
	3. Manager	4	50.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	30	3.3%	3.3%
T.	Cherokee Nation Construction Resources			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	2	50.0%	0.0%
	3. Manager	13	7.7%	7.7%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	4	25.0%	0.0%
U.	CN Mission Solutions			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	0	0.0%	0.0%
	3. Manager	0	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	0	0.0%	0.0%
V.	Cherokee Nat Office Solutions			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	0	0.0%	0.0%
	3. Manager	0	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	2	50.0%	0.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
W.	Cherokee Nation Mechanical			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	0	0.0%	0.0%
	3. Manager	3	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	18	0.0%	0.0%
X.	Cherokee Nation Defense Solutions			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	0	0.0%	0.0%
	3. Manager	0	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	4	0.0%	0.0%
Y.	Cherokee Nation Property Mgt.			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	1	0.0%	0.0%
	3. Manager	8	75.0%	12.5%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	2	100.0%	0.0%
Z.	Cherokee Nation Strategic Programs			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	1	100.0%	0.0%
	3. Manager	1	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	18	0.0%	0.0%
AA.	Cherokee Nation Environmental Solutions			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	1	100.0%	0.0%
	3. Manager	1	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	1	100.0%	0.0%
BB.	Cherokee Nation Telecom			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	0	0.0%	0.0%
	3. Manager	0	0.0%	0.0%
	4. Supervisor	1	0.0%	0.0%
	5. Non Management	20	5.0%	5.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
CC.	Cherokee Nation Protective Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	0	0.0%	0.0%
DD.	Cherokee Nation Facilities Management			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	0	0.0%	0.0%
EE.	Cherokee Nation Systems Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	0	0.0%	0.0%
FF.	Cherokee Nation Medical Logistics			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	0	0.0%	0.0%
GG.	Cherokee Nation Management & Consulting			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	3	0.0%	0.0%
3.	Manager	12	0.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	129	0.0%	0.0%
HH.	Cherokee Nation Diagnostic Innovations			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	0	0.0%	0.0%

**Includes all Employees*

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1958	35.5%	6.5%
2. Total Positions Hired	102	65.7%	11.8%
B. Retention			
1. Employees Terminated	128	64.8%	12.5%
Attendance	7	100.00%	100.00%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	2	100.00%	100.00%
Elimination of Position	0	0.0%	0.0%
End Temporary Employment	1	100.00%	100.00%
Failure To Meet Min Employment Req.	2	100.00%	100.00%
Failure to Return from Leave	5	100.00%	100.00%
Gross Misconduct	0	0.0%	0.0%
Misconduct	2	100.00%	100.00%
No Call-No Show	29	100.00%	100.00%
No Show Orientation	2	100.00%	100.00%
Personal Reasons	0	0.0%	0.0%
Relocation	3	100.00%	100.00%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	0	0.0%	0.0%
Resigned without Notice	28	100.00%	100.00%
Return to School	39	100.00%	100.00%
Short Term Disability Ended	1	100.00%	100.00%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	2	100.00%	100.00%
Violation of Rules	0	0.0%	0.0%
Voluntary Separation Program	5	100.00%	100.00%

2. Promotions

Job titles of Promoted Cherokees

**Total
53**

**Cherokee
79.2%**

**Other Tribe
9.4%**

Access Control Manager

Banquet Captain

Barista

Buffet Associate

Cashiering Supervisor

Casino Host

Casino Shift Manager

Count/Drop Team Supervisor

Customer Service Administrator

Drop Count Associate I

Drop Count Associate II

Drop Count Lead

E-Games tech 1

Entry Casino Service Rep.

EVS Casino Attendant

EVS Lead Casino Attendant

EVS Supervisor

F & B Manager - Level 2

F & B Supervisor - Level 1

F & B Supervisor - Level 3

Fac./Maintenance Technician

Facilities Supervisor

Hotel Servs. Shift Supervisor

Lead Cashier

Lead Cashier-NL

Lead Simulcast Teller

Lead Surveillance Agent

Main Cage Cashier

Mixologist

Players Club Representative

Poker Floor Lead

Production Cook

Room Inspector

Saucier Cook

Security Guard/Armed

Security Guard/Unarmed

Security Manager

Security Supervisor

Shuttle Driver
Surveillance Agent
Wok Cook