

CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT



December 1, 2018 as of November 30, 2018
Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Tribal Council for the month of November 2018

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,176	3,396	319	3,461
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,452	72.0%	6.7%	21.3%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	332	34.0%	1.8%	64.2%
<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				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Entertainment	3,829	70.9%	6.7%	22.4%
Catoosa	1,513	50.4%	11.2%	38.5%
Ft. Gibson	134	93.3%	5.2%	1.5%
Grove	149	83.2%	3.4%	13.4%
Jay Laundry	24	95.8%	0.0%	4.2%
Ramona	147	63.9%	5.4%	30.6%
Roland	476	91.2%	2.5%	6.3%
Sallisaw	122	91.0%	2.5%	6.6%
S. Coffeyville	120	62.5%	5.8%	31.7%
Tahlequah	169	91.7%	1.8%	6.5%
West Siloam	744	87.5%	3.1%	9.4%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	228	69.7%	8.3%	21.9%
Cherokee Nation Businesses	452	72.1%	6.6%	21.2%
Cherokee Nation Property Management	19	73.7%	21.1%	5.3%
Sub-Total:	4,300	71.1%	6.7%	22.2%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	34	64.7%	5.9%	29.4%
CND LLC	179	90.5%	5.0%	4.5%
Cherokee Nation Telecommunications	14	71.4%	14.3%	14.3%
Cherokee Nation Red Wing	13	69.2%	0.0%	30.8%
Sub-Total:	240	84.6%	5.4%	10.0%
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	75.0%	0.0%	25.0%
Director/General Manager	66	59.1%	9.1%	31.8%
Manager	325	72.6%	4.3%	23.1%
Supervisor	194	76.3%	6.7%	17.0%
Non-Management	3,931	71.7%	6.9%	21.4%
Sub-Total:	4,540			

*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	19	15.8%	0.0%	84.2%
Cherokee Nation Businesses	38	2.6%	0.0%	97.4%
Cherokee Nation Technology	511	0.0%	0.6%	99.4%
Cherokee Services Group	61	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	52	7.7%	1.9%	90.4%
Cherokee Nation Assurance	252	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	10	10.0%	0.0%	90.0%
Cherokee Nation Healthcare Services	135	0.7%	1.5%	97.8%
Cherokee Nation Government Solutions	12	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	229	0.0%	0.4%	99.6%
Cherokee CRC LLC	28	7.1%	3.6%	89.3%
Cherokee Nation 3S	198	1.0%	0.0%	99.0%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	270	0.4%	0.4%	99.3%
Cherokee Nation Mechanical	22	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	150	0.7%	0.0%	99.3%
Cherokee Nation Environmental Solutions	19	10.5%	5.3%	84.2%
Cherokee Nation Systems Solutions	57	5.3%	0.0%	94.7%
Cherokee Nation Management & Consulting	249	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	131	0.0%	0.0%	100.0%
Will Rogers Downs	193	60.1%	3.1%	36.8%
Sub-Total:	2,636	5.2%	0.6%	94.2%
<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	5	0.0%	0.0%	100.0%
Director/General Manager	35	20.0%	0.0%	80.0%
Manager	220	5.5%	0.5%	94.1%
Supervisor	30	13.3%	6.7%	80.0%
Non-Management	2,346	4.9%	0.6%	94.6%
Sub-Total:	2,636			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	3,674	44.6%	6.8%	48.7%
Total Positions Hired	120	52.5%	12.5%	35.0%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	114	56.1%	12.3%	31.6%
Attendance	3	66.7%	33.3%	0.0%
Failure To Meet Min Emplmt Req	16	18.8%	18.8%	62.5%
Failure to Return from Leave	1	100.0%	0.0%	0.0%
No Call-No Show	11	54.5%	18.2%	27.3%
No Show Orientation	7	28.6%	28.6%	42.9%
Resigned with Notice	30	70.0%	10.0%	20.0%
Resigned without Notice	35	65.7%	8.6%	25.7%
Violation of Rules	6	33.3%	0.0%	66.7%
Transfer to Affiliate	1	100.0%	0.0%	0.0%
Personal Reasons	1	0.0%	0.0%	100.0%
Unsatisfactory Performance	1	100.0%	0.0%	0.0%
Death	2	100.0%	0.0%	0.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	44	63.6%	11.4%	25.0%
Job Titles of Promoted Cherokees				
Production Cook				
Security Guard/Armed				
Security Guard/Unarmed				
Surveillance Agent				
Saucier Cook				
Wok Cook				
Drop Count Lead				
Lead Players Club Rep				
F & B Supervisor - Level 1				
E Games Tech 2				
Spa Receptionist				
Drop Count Associate II				
EVS Casino Attendant				
Sr. Table Games Dual Rate				
Drop Count Associate I				
Sr. Dealer				
Mgr Strategic Mrkting Analysis				
Application Systems Analyst II				
Revenue Audit Associate III				
Lead Main Cage Cashier				
F & B Manager - Level 3				
Lead Cashier				
Cafe Associate				
Lead Racing Maintenance Associ				

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	31	67.7%	9.7%	22.6%
Manager	224	75.4%	1.8%	22.8%
Supervisor	186	73.7%	5.4%	21.0%
Non-Management	3,575	69.9%	6.9%	23.2%
Sub-Total:	4,022			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	23	56.5%	0.0%	43.5%
Director/General Manager	36	50.0%	5.6%	44.4%
Manager	106	64.2%	6.6%	29.2%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	316	70.3%	6.0%	23.7%
Sub-Total:	490			

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	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	233	0.0%	0.0%	100.0%
Sub-Total:	252			

Cherokee Nation Construction Services	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	33.3%	0.0%	66.7%
Manager	4	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:	10			

Cherokee Nation Technology	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	4	0.0%	0.0%	100.0%
Manager	27	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	480	0.0%	0.6%	99.4%
Sub-Total:	511			

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	56	0.0%	0.0%	100.0%
Sub-Total:	61			

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	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	41	7.3%	2.4%	90.2%
Sub-Total:	52			

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	2	0.0%	50.0%	50.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	31	71.0%	3.2%	25.8%
Sub-Total:	34			

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%	100.0%	0.0%
Manager	3	66.7%	0.0%	33.3%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	169	91.7%	4.1%	4.1%
Sub-Total:	179			

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	20	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	123	7.3%	0.0%	92.7%
Sub-Total:	144			

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	6	16.7%	0.0%	83.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	127	0.0%	1.6%	98.4%
Sub-Total:	135			

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	11	0.0%	0.0%	100.0%
Sub-Total:	12			

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	35	0.0%	2.9%	97.1%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	191	0.0%	0.0%	100.0%
Sub-Total:	229			

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	6	0.0%	0.0%	100.0%
Supervisor	3	0.0%	33.3%	66.7%
Non-Management	18	11.1%	0.0%	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	15	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	176	1.1%	0.0%	98.9%
Sub-Total:	198			

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	1	0.0%	0.0%	100.0%
Manager	14	7.1%	0.0%	92.9%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	254	0.0%	0.4%	99.6%
Sub-Total:	270			

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	2	0.0%	0.0%	100.0%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	13	0.0%	0.0%	100.0%
Sub-Total:	19			

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	18	0.0%	0.0%	100.0%
Sub-Total:	22			

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	10	70.0%	20.0%	10.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	8	75.0%	25.0%	0.0%
Sub-Total:	19			

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	13	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	135	0.0%	0.0%	100.0%
Sub-Total:	150			

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	2	0.0%	0.0%	100.0%
Supervisor	4	0.0%	25.0%	75.0%
Non-Management	12	8.3%	0.0%	91.7%
Sub-Total:	19			

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	11	72.7%	18.2%	9.1%
Sub-Total:	14			

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	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	51	3.9%	0.0%	96.1%
Sub-Total:	57			

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	16	0.0%	0.0%	100.0%
Supervisor	4	0.0%	0.0%	100.0%
Non-Management	226	0.0%	0.0%	100.0%
Sub-Total:	249			

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