

CHEROKEE NATION BUSINESSES  
FULL COUNCIL OF THE CHEROKEE NATION REPORT



**CHEROKEE NATION**<sup>TM</sup>  
Businesses

\* Same report as provided 6/25.  
New report will be provided as soon as  
available.



June 1, 2020 as of May 31, 2020

Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration  
Standard Report to the Council of the Cherokee Nation for the month of May 2020

○ Table of Contents

Tribal Employment..... 2

- I. Overall ..... 2
- II. By Company Type and Organization Level..... 2

Additional Cherokee Nation Entertainment Information ..... 5

- I. Hiring Practices ..... 5
- II. Retention..... 5
- III. Promotions..... 5

Appendix ..... 6

- I. Organization Level by Company..... 6
- II. Full List of Termination Reasons ..... 13



## Tribal Employment

### I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
<b>All Cherokee Nation Businesses</b>	<b>7,709</b>	<b>3,346</b>	<b>339</b>	<b>4,024</b>
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Businesses- Preference</b>	<b>4,676</b>	<b>68.4%</b>	<b>6.8%</b>	<b>24.9%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
<b>Cherokee Nation Businesses- Non Preference</b>	<b>308</b>	<b>33.4%</b>	<b>2.3%</b>	<b>64.3%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we can't practice preference)</i>				

### II. By Company Type and Organization Level

<b>Cherokee Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
<b>Cherokee Nation Entertainment</b>	<b>3,946</b>	<b>67.0%</b>	<b>7.1%</b>	<b>26.0%</b>
Catoosa	1,629	44.3%	10.4%	45.3%
Ft. Gibson	117	94.0%	6.0%	0.0%
Grove	143	79.0%	5.6%	15.4%
Jay Laundry	21	100.0%	0.0%	0.0%
Ramona	139	64.7%	7.9%	27.3%
Roland	451	91.4%	2.4%	6.2%
Sallisaw	117	91.5%	1.7%	6.8%
S. Coffeyville	115	58.3%	7.8%	33.9%
Tahlequah	248	89.5%	3.6%	6.9%
West Siloam	731	84.5%	4.7%	10.8%
Blue Ribbons Downs	2	100.0%	0.0%	0.0%
Corporate	233	68.2%	8.2%	23.6%
<b>Cherokee Nation Businesses</b>	<b>502</b>	<b>72.1%</b>	<b>6.2%</b>	<b>21.7%</b>
<b>Cherokee Nation Property Management</b>	<b>26</b>	<b>88.5%</b>	<b>7.7%</b>	<b>3.8%</b>
<b>Sub-Total:</b>	<b>4,474</b>	<b>67.7%</b>	<b>7.0%</b>	<b>25.3%</b>

<b>Native American Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>CN Aerospace and Defense, LLC</b>	<b>94</b>	<b>36.2%</b>	<b>2.1%</b>	<b>61.7%</b>
<b>CND LLC</b>	<b>149</b>	<b>93.3%</b>	<b>0.7%</b>	<b>6.0%</b>
<b>Cherokee Nation Telecommunications</b>	<b>5</b>	<b>40.0%</b>	<b>20.0%</b>	<b>40.0%</b>
<b>Cherokee Nation Red Wing</b>	<b>14</b>	<b>50.0%</b>	<b>0.0%</b>	<b>50.0%</b>
<b>Sub-Total:</b>	<b>262</b>	<b>69.5%</b>	<b>1.5%</b>	<b>29.0%</b>
<b>Organizational Level - Preference Companies*</b>				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>All Cherokee Nation Businesses Preference Companies</b>				
Vice President and above	26	80.8%	0.0%	19.2%
Director/General Manager	76	57.9%	3.9%	38.2%
Manager	340	71.8%	4.4%	23.8%
Supervisor	209	76.6%	6.7%	16.7%
Non-Management	4,085	67.1%	7.0%	25.9%
<b>Sub-Total:</b>	<b>4,736</b>			

\*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	140	2.1%	0.0%	97.9%
Cherokee Nation Businesses	59	0.0%	0.0%	100.0%
Cherokee Nation Technology	193	0.0%	1.0%	99.0%
Cherokee Services Group	46	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	54	7.4%	1.9%	90.7%
Cherokee Nation Assurance	203	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	9	11.1%	0.0%	88.9%
Cherokee Nation Healthcare Services	138	0.7%	0.7%	98.6%
Cherokee Nation Government Solutions	3	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	98	1.0%	0.0%	99.0%
Cherokee CRC LLC	14	7.1%	7.1%	85.7%
Cherokee Nation 3S	298	1.3%	0.0%	98.7%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	363	0.0%	0.6%	99.4%
Cherokee Nation Mechanical	12	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	709	0.1%	0.8%	99.0%
Cherokee Nation Environmental Solutions	23	13.0%	4.3%	82.6%
Cherokee Nation Systems Solutions	81	3.7%	0.0%	96.3%
Cherokee Nation Management & Consulting	272	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	75	0.0%	0.0%	100.0%
CN Solutions Link LLC	1	100.0%	0.0%	0.0%
CN Federal Consulting, LLC	1	0.0%	0.0%	100.0%
Will Rogers Downs	181	62.4%	5.0%	32.6%
<b>Sub-Total:</b>	<b>2,973</b>	<b>4.6%</b>	<b>0.8%</b>	<b>94.7%</b>
<p><b>**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.</b></p>				

Organizational Level - Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
<b>All Cherokee Nation Businesses</b>				
Vice President and above	7	0.0%	0.0%	100.0%
Director/General Manager	35	8.6%	0.0%	91.4%
Manager	239	5.9%	0.4%	93.7%
Supervisor	46	10.9%	4.3%	84.8%
Non-Management	2,646	4.3%	0.8%	94.9%
<b>Sub-Total:</b>	<b>2,973</b>			

## Additional Cherokee Nation Entertainment Information

<b>I. Hiring Practices</b>	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	97	26.8%	14.4%	58.8%
Total Positions Hired	0			

<b>II. Retention</b>	Total	Cherokee	Other Tribal	Non-Native
<b>Employees Terminated</b>	<b>18</b>	<b>61.1%</b>	<b>5.6%</b>	<b>33.3%</b>
Personal Reasons	1	0.0%	0.0%	100.0%
Resignation-Other Position	3	66.7%	0.0%	33.3%
Resigned with Notice	4	75.0%	25.0%	0.0%
Resigned without Notice	8	50.0%	0.0%	50.0%
Transfer to Affiliate	2	100.0%	0.0%	0.0%

<b>III. Promotions</b>	Total	Cherokee	Other Tribal	Non-Native
	1	100.0%	0.0%	0.0%
Casino Service Representative				

# Appendix

## I. Organization Level by Company

<b>Cherokee Nation Entertainment</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	33	72.7%	3.0%	24.2%
Manager	225	72.4%	1.8%	25.8%
Supervisor	201	74.6%	6.5%	18.9%
Non-Management	3,662	65.9%	7.4%	26.7%
<b>Sub-Total:</b>	<b>4,127</b>			

<b>Cherokee Nation Businesses</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	27	59.3%	0.0%	40.7%
Director/General Manager	48	41.7%	4.2%	54.2%
Manager	118	66.1%	7.6%	26.3%
Supervisor	9	66.7%	11.1%	22.2%
Non-Management	359	67.4%	5.3%	27.3%
<b>Sub-Total:</b>	<b>561</b>			

<b>Cherokee Nation Assurance</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	183	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>203</b>			

<b>Cherokee Nation Construction Services</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	4	25.0%	0.0%	75.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>9</b>			

<b>Cherokee Nation Technology</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	183	0.0%	1.1%	98.9%
<b>Sub-Total:</b>	<b>193</b>			

<b>Cherokee Services Group</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	40	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>46</b>			

<b>Cherokee Nation Security and Defense</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	43	7.0%	2.3%	90.7%
<b>Sub-Total:</b>	<b>54</b>			

<b>CN Aerospace and Defense, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	6	16.7%	16.7%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	87	37.9%	1.1%	60.9%
<b>Sub-Total:</b>	<b>94</b>			



<b>CND LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	6	100.0%	0.0%	0.0%
Non-Management	138	94.9%	0.7%	4.3%
<b>Sub-Total:</b>	<b>149</b>			

<b>Cherokee Nation Red Wing</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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	16	6.3%	0.0%	93.8%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	73	8.2%	0.0%	91.8%
<b>Sub-Total:</b>	<b>89</b>			

<b>Cherokee Nation Healthcare Services</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	7	14.3%	0.0%	85.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	130	0.0%	0.8%	99.2%
<b>Sub-Total:</b>	<b>138</b>			

<b>Cherokee Nation Government Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	2	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>3</b>			

<b>Cherokee Nation Technology Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	11	9.1%	0.0%	90.9%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	86	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>98</b>			

<b>Cherokee CRC, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	4	0.0%	25.0%	75.0%
Non-Management	5	20.0%	0.0%	80.0%
<b>Sub-Total:</b>	<b>14</b>			

<b>Cherokee Nation 3S</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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	19	5.3%	0.0%	94.7%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	271	1.1%	0.0%	98.9%
<b>Sub-Total:</b>	<b>298</b>			

<b>Cherokee Nation Construction Resources</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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>Sub-Total:</b>	<b>0</b>			

<b>CN Mission Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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	17	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	344	0.0%	0.6%	99.4%
<b>Sub-Total:</b>	<b>363</b>			

<b>Cherokee Nation Operational Solutions, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	33.3%	0.0%	66.7%
Manager	8	12.5%	0.0%	87.5%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	129	0.8%	0.0%	99.2%
<b>Sub-Total:</b>	<b>140</b>			

<b>Cherokee Nation Mechanical</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	7	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>12</b>			

<b>Cherokee Nation Property Management</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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	9	77.8%	11.1%	11.1%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	15	93.3%	6.7%	0.0%
<b>Sub-Total:</b>	<b>26</b>			

<b>Cherokee Nation Strategic Programs</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	4	0.0%	0.0%	100.0%
Manager	43	2.3%	2.3%	95.3%
Supervisor	3	0.0%	0.0%	100.0%
Non-Management	659	0.0%	0.8%	99.2%
<b>Sub-Total:</b>	<b>709</b>			

<b>Cherokee Nation Environmental Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	33.3%	0.0%	66.7%
Manager	5	0.0%	0.0%	100.0%
Supervisor	10	10.0%	10.0%	80.0%
Non-Management	5	20.0%	0.0%	80.0%
<b>Sub-Total:</b>	<b>23</b>			

<b>Cherokee Nation Telecommunications</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	4	50.0%	25.0%	25.0%
<b>Sub-Total:</b>	<b>5</b>			

<b>Cherokee Nation Systems Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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	5	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	73	4.1%	0.0%	95.9%
<b>Sub-Total:</b>	<b>81</b>			

<b>Cherokee Nation Management &amp; Consulting</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	29	0.0%	0.0%	100.0%
Supervisor	12	0.0%	0.0%	100.0%
Non-Management	228	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>272</b>			

<b>CN Solutions Link LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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	1	100.0%	0.0%	0.0%
<b>Sub-Total:</b>	<b>1</b>			

<b>CN Federal Consulting, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</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	1	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>1</b>			

**II. Full List of Termination Reasons**

Attendance	No Show Orientation
Employer Bankruptcy	Become Self-Employed
CWR COBRA Only	Resignation-Other Position
Correct Empl Rcd	Dissatisfied with Pay
Conversion	Personal Reasons
Misconduct	Partial/Total Disability
Failure to Meet Credentials	Staff Reduction
Death	Relocation
End of Government Contract	Return to School
Elimination of Position	Resigned with Notice
End of Task Order	Resigned without Notice
Failure To Meet Min Emplmt Req	Short Term Disability Ended
CNGC License Denied	Transfer to Affiliate
CNGC License Revoked	Tardiness
Gross Misconduct	End Temporary Employment
Failure to Return from Leave	Unsatisfactory Performance
Misstatement on Application	Violation of Rules
Mutual Consent	Voluntary Separation Program
No Call-No Show	