

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**April 1, 2018 as of March 31, 2018
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of March 2018**

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	6,865	3,498	341	3,026
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,487	73.3%	6.9%	19.8%
<i>(Excluding Temporary and Contract Employees, including companies and positions for which we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	307	39.4%	2.9%	57.7%
<i>(Excluding Temporary and Contract Employees, including companies and positions for which we cannot practice preference)</i>				

II. Company Type - Preference

Cherokee Preference Companies*				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Entertainment	3,875	72.1%	7.0%	20.9%
Catoosa	1,561	52.4%	11.6%	36.0%
Ft. Gibson	139	94.2%	4.3%	1.4%
Grove	147	86.4%	4.1%	9.5%
Jay Laundry	23	100.0%	0.0%	0.0%
Ramona	148	65.5%	5.4%	29.1%
Roland	479	89.8%	2.9%	7.3%
Sallisaw	126	91.3%	2.4%	6.3%
S. Coffeyville	121	66.1%	9.9%	24.0%
Tahlequah	170	91.2%	2.4%	6.5%
West Siloam	734	88.8%	2.5%	8.7%
Blue Ribbons Downs	2	100.0%	0.0%	0.0%
Corporate	225	72.4%	8.9%	18.7%
Cherokee Nation Businesses	439	72.4%	7.1%	20.5%
Cherokee Nation Property Management	11	72.7%	18.2%	9.1%
Sub-Total:	4,325	72.1%	7.1%	20.8%
Native American Preference Companies*				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	8	37.5%	12.5%	50.0%
CND LLC	214	90.7%	4.7%	4.7%
Cherokee Nat Office Solutions	2	100.0%	0.0%	0.0%
Cherokee Nation Telecommunications	17	70.6%	17.6%	11.8%
Cherokee Nation Red Wing	24	83.3%	0.0%	16.7%
Sub-Total:	265	87.2%	5.3%	7.5%

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	25	80.0%	0.0%	20.0%
Director/General Manager	64	64.1%	7.8%	28.1%
Manager	322	72.0%	4.7%	23.3%
Supervisor	203	75.9%	6.9%	17.2%
Non-Management	3,976	73.0%	7.2%	19.8%
Sub-Total:	4,590			
*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.				

Company Type – Non-Preference

Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Businesses**	34	2.9%	0.0%	97.1%
Cherokee Nation Technology	408	0.0%	1.2%	98.8%
Cherokee Services Group	82	2.4%	0.0%	97.6%
Cherokee Nation Security and Defense	33	12.1%	3.0%	84.8%
Cherokee Nation Assurance	232	0.4%	0.0%	99.6%
Cherokee Nation Construction Services	18	22.2%	5.6%	72.2%
Cherokee Nation Healthcare Services	198	0.5%	1.0%	98.5%
Cherokee Nation Government Solutions	13	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	248	0.0%	0.0%	100.0%
Cherokee CRC LLC	27	3.7%	7.4%	88.9%
Cherokee Nation 3S	131	1.5%	0.8%	97.7%
Cherokee Nation Construction Resources	2	100.0%	0.0%	0.0%
CN Mission Solutions	193	0.5%	0.0%	99.5%
Cherokee Nation Mechanical	20	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	112	0.9%	0.0%	99.1%
Cherokee Nation Environmental Solutions	10	10.0%	0.0%	90.0%
Cherokee Nation Systems Solutions	12	8.3%	0.0%	91.7%
Cherokee Nation Management & Consulting	231	0.0%	0.4%	99.6%
Cherokee Nation Red Wing	74	0.0%	0.0%	100.0%
CNE - Will Rogers Downs**	197	64.0%	4.6%	31.5%
Sub-Total:	2,275	6.5%	1.0%	92.5%
**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 Non-Preference Companies				
Vice President and above	5	0.0%	0.0%	100.0%
Director/General Manager	30	16.7%	0.0%	83.3%
Manager	190	8.9%	0.5%	90.5%
Supervisor	17	11.8%	5.9%	82.4%
Non-Management	2,033	6.1%	1.0%	92.9%
Sub-Total:	2,275			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	3,966	38.1%	7.7%	54.2%
Total Positions Hired	127	59.8%	8.7%	31.5%
II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	151	68.9%	6.6%	24.5%
Attendance	5	100.0%	0.0%	0.0%
Death	2	0.0%	0.0%	100.0%
Failure To Meet Min Emplmt Req	4	25.0%	0.0%	75.0%
Failure to Return from Leave	4	75.0%	25.0%	0.0%
No Call-No Show	18	72.2%	5.6%	22.2%
No Show Orientation	6	16.7%	16.7%	66.7%
Personal Reasons	3	100.0%	0.0%	0.0%
Resigned with Notice	33	72.7%	3.0%	24.2%
Resigned without Notice	63	68.3%	9.5%	22.2%
Transfer to Affiliate	1	100.0%	0.0%	0.0%
Violation of Rules	10	80.0%	0.0%	20.0%
Voluntary Separation Program	2	100.0%	0.0%	0.0%
III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	36	75.0%	5.6%	19.4%
Job Titles of Promoted Cherokees				
Barback Daytime- WRD				
Casino Service Representative				
Culinary - Utility II				
Customer Service Administrator				
Drop Count Associate I				
EVS Lead Casino Attendant				
F & B Supervisor - Level 2				
Food and Beverage Associate				
Front Office Shift Supervisor				
Housekeeper				
Lead Main Cage Cashier				

Lead Surveillance Agent				
Mixologist				
Retail Cashier- NL				
Revenue Audit Associate III				
Saucier Cook				
Security Guard/Armed				
Security Guard/Unarmed				
Sr. Dealer				
Steward Supervisor				
Supervisor Prod Marketing				

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	74.2%	9.7%	16.1%
Manager	223	75.3%	2.2%	22.4%
Supervisor	194	73.2%	5.2%	21.6%
Non-Management	3,618	71.3%	7.3%	21.4%
Sub-Total:	4,072			

Includes Will Rogers Downs

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	24	62.5%	0.0%	37.5%
Director/General Manager	34	50.0%	5.9%	44.1%
Manager	97	62.9%	8.2%	28.9%
Supervisor	9	77.8%	22.2%	0.0%
Non-Management	309	70.9%	6.1%	23.0%
Sub-Total:	473			

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	16	6.3%	0.0%	93.8%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	214	0.0%	0.0%	100.0%
Sub-Total:	232			

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	5	20.0%	0.0%	80.0%
Sub-Total:	18			

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	26	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	378	0.0%	1.3%	98.7%
Sub-Total:	408			
Cherokee Services Group				
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	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	76	2.6%	0.0%	97.4%
Sub-Total:	82			
Cherokee Nation Security and Defense				
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	7	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	25	12.0%	4.0%	84.0%
Sub-Total:	33			
CN Aerospace and Defense				
CN Aerospace and Defense	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%	100.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	7	42.9%	0.0%	57.1%
Sub-Total:	8			
CND				
CND	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	60.0%	0.0%	40.0%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	203	91.6%	4.4%	3.9%
Sub-Total:	214			

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	16	18.8%	0.0%	81.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	81	21.0%	0.0%	79.0%
Sub-Total:	98			
Cherokee Nation Healthcare Services				
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	191	0.0%	1.0%	99.0%
Sub-Total:	198			
Cherokee Nation Government Solutions				
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				
Cherokee Nation Technology Solutions	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	31	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	213	0.0%	0.0%	100.0%
Sub-Total:	248			
Cherokee CRC				
Cherokee CRC	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	6	0.0%	0.0%	100.0%
Supervisor	4	0.0%	25.0%	75.0%
Non-Management	17	5.9%	5.9%	88.2%
Sub-Total:	27			

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	13	7.7%	0.0%	92.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	116	0.9%	0.9%	98.3%
Sub-Total:	131			
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			
Cherokee Nation 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	9	11.1%	0.0%	88.9%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	182	0.0%	0.0%	100.0%
Sub-Total:	193			
Cherokee Nation Office 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	0	0.0%	0.0%	0.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	0	0.0%	0.0%	0.0%
Sub-Total:	2			
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	16	0.0%	0.0%	100.0%
Sub-Total:	20			
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	9	77.8%	11.1%	11.1%
Supervisor	1	0.0%	100.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Sub-Total:	11			

Cherokee Nation Strategic Programs	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	103	0.0%	0.0%	100.0%
Sub-Total:	112			
Cherokee Nation Environmental Solutions				
Cherokee Nation Environmental 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	4	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				
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				
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	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	10	0.0%	0.0%	100.0%
Sub-Total:	12			
Cherokee Nation Management & Consulting				
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	15	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	212	0.0%	0.5%	99.5%
Sub-Total:	231			

II. 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 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