

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



September 1, 2019 as of August 31, 2019
Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Council of the Cherokee Nation for the month of August 2019



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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,582	3,389	301	3,892
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,577	69.5%	6.2%	24.4%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	345	33.3%	0.9%	65.8%
<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				
	Total Employees	Cherokee	Other Tribal	Non-Native
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Entertainment	3,953	68.2%	6.2%	25.7%
Catoosa	1,631	45.9%	9.5%	44.6%
Ft. Gibson	121	93.4%	5.8%	0.8%
Grove	147	81.6%	2.7%	15.6%
Jay Laundry	20	95.0%	0.0%	5.0%
Ramona	145	64.1%	5.5%	30.3%
Roland	453	90.7%	2.2%	7.1%
Sallisaw	123	91.1%	2.4%	6.5%
S. Coffeyville	113	59.3%	6.2%	34.5%
Tahlequah	252	88.5%	3.6%	7.9%
West Siloam	719	87.3%	3.2%	9.5%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	226	69.5%	8.4%	22.1%
Cherokee Nation Businesses	488	72.1%	5.7%	22.1%
Cherokee Nation Property Management	25	84.0%	12.0%	4.0%
Sub-Total:	4,466	68.7%	6.2%	25.1%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	33	75.8%	3.0%	21.2%
CND LLC	158	89.9%	5.7%	4.4%
Cherokee Nation Telecommunications	11	63.6%	18.2%	18.2%
Cherokee Nation Red Wing	15	53.3%	0.0%	46.7%
Sub-Total:	217	83.9%	5.5%	10.6%
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	26	76.9%	0.0%	23.1%
Director/General Manager	65	60.0%	6.2%	33.8%
Manager	334	72.5%	3.3%	24.3%
Supervisor	213	74.6%	7.5%	17.8%
Non-Management	4,045	68.9%	6.4%	24.7%
Sub-Total:	4,683			

*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	51	5.9%	0.0%	94.1%
Cherokee Nation Businesses	56	0.0%	0.0%	100.0%
Cherokee Nation Technology	240	0.0%	0.8%	99.2%
Cherokee Services Group	59	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	62	6.5%	1.6%	91.9%
Cherokee Nation Assurance	223	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	8	12.5%	0.0%	87.5%
Cherokee Nation Healthcare Services	160	0.6%	1.3%	98.1%
Cherokee Nation Government Solutions	10	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	142	0.0%	0.0%	100.0%
Cherokee CRC LLC	22	0.0%	4.5%	95.5%
Cherokee Nation 3S	248	1.2%	0.0%	98.8%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	440	0.2%	0.2%	99.5%
Cherokee Nation Mechanical	18	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	545	0.4%	0.4%	99.3%
Cherokee Nation Environmental Solutions	25	12.0%	4.0%	84.0%
Cherokee Nation Systems Solutions	61	4.9%	0.0%	95.1%
Cherokee Nation Management & Consulting	226	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	116	0.9%	0.0%	99.1%
Will Rogers Downs	187	63.1%	1.6%	35.3%
Sub-Total:	2,899	4.8%	0.4%	94.7%
<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	6	0.0%	0.0%	100.0%
Director/General Manager	38	18.4%	0.0%	81.6%
Manager	229	4.8%	0.4%	94.8%
Supervisor	29	10.3%	6.9%	82.8%
Non-Management	2,597	4.6%	0.4%	95.0%
Sub-Total:	2,899			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	5,395	37.6%	8.0%	54.4%
Total Positions Hired	196	54.1%	7.1%	38.8%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	180	61.7%	6.7%	31.7%
Failure To Meet Min Emplmt Req	4	100.0%	0.0%	0.0%
Failure to Return from Leave	1	100.0%	0.0%	0.0%
No Call-No Show	33	54.5%	9.1%	36.4%
No Show Orientation	6	50.0%	0.0%	50.0%
Resigned with Notice	49	57.1%	6.1%	36.7%
Resigned without Notice	63	65.1%	6.3%	28.6%
Violation of Rules	7	57.1%	0.0%	42.9%
Transfer to Affiliate	3	100.0%	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%	0.0%
Attendance	9	55.6%	11.1%	33.3%
Misconduct	0	0.0%	0.0%	0.0%
Personal Reasons	0	0.0%	0.0%	0.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	47	76.6%	0.0%	23.4%
Production Cook				
Security Guard/Armed				
EVS Casino Attendant				
Sr. Dealer				
Mixologist				
Fac/Maint. Associate				
Lead Main Cage Cashier				
Cashiering Supervisor				
Pantry Person				
EGames Technician Supervisor				
Cage Supervisor				
Main Cage Cashier				
Dual Rate Lead				
Fac/Maint. Associate- WRD				
F & B Supervisor - Level 2				
Drop Count Associate II				
Saucier Cook				
Lead Surveillance Agent				
Lead Players Club Rep				
Wok Cook				
EVS Manager				
Fac./Maintenance Technician				
Lead Operations Officer				
Hotel Detective				
F & B Manager - Level 2				
Sous Chef				
Revenue Audit Associate I				
Casino Host				
Materials Supervisor				
Rvnue Audit Associate II- WRD				
Revenue Audit Associate I- WRD				

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	32	68.8%	6.3%	25.0%
Manager	226	73.9%	1.8%	24.3%
Supervisor	200	73.0%	6.0%	21.0%
Non-Management	3,676	67.2%	6.3%	26.5%
Sub-Total:	4,140			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	26	57.7%	0.0%	42.3%
Director/General Manager	40	42.5%	5.0%	52.5%
Manager	115	64.3%	4.3%	31.3%
Supervisor	11	63.6%	18.2%	18.2%
Non-Management	352	67.9%	5.4%	26.7%
Sub-Total:	544			

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	18	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	203	0.0%	0.0%	100.0%
Sub-Total:	223			

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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	2	0.0%	0.0%	100.0%
Sub-Total:	8			

Cherokee Nation Technology	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	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	230	0.0%	0.9%	99.1%
Sub-Total:	240			

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	54	0.0%	0.0%	100.0%
Sub-Total:	59			

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	2	50.0%	0.0%	50.0%
Manager	11	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	49	6.1%	2.0%	91.8%
Sub-Total:	62			

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	0	0.0%	0.0%	0.0%
Manager	3	0.0%	33.3%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	30	83.3%	0.0%	16.7%
Sub-Total:	33			

CND LLC	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	2	50.0%	0.0%	50.0%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	150	90.7%	5.3%	4.0%
Sub-Total:	158			

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	100.0%	0.0%	0.0%
Manager	21	4.8%	0.0%	95.2%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	109	6.4%	0.0%	93.6%
Sub-Total:	131			

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	7	14.3%	0.0%	85.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	151	0.0%	1.3%	98.7%
Sub-Total:	160			

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	9	0.0%	0.0%	100.0%
Sub-Total:	10			

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	15	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	124	0.0%	0.0%	100.0%
Sub-Total:	142			

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	4	0.0%	0.0%	100.0%
Supervisor	2	0.0%	50.0%	50.0%
Non-Management	15	0.0%	0.0%	100.0%
Sub-Total:	22			

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	11	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	230	1.3%	0.0%	98.7%
Sub-Total:	248			

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	2	0.0%	0.0%	100.0%
Manager	15	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	423	0.2%	0.2%	99.5%
Sub-Total:	440			

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	5	20.0%	0.0%	80.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	44	2.3%	0.0%	97.7%
Sub-Total:	51			

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	5	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:	18			

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	3	66.7%	33.3%	0.0%
Non-Management	13	92.3%	7.7%	0.0%
Sub-Total:	25			

Cherokee Nation Strategic Programs	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	4	25.0%	0.0%	75.0%
Manager	42	2.4%	2.4%	95.2%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	499	0.0%	0.2%	99.8%
Sub-Total:	545			

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	4	0.0%	0.0%	100.0%
Supervisor	8	12.5%	12.5%	75.0%
Non-Management	12	8.3%	0.0%	91.7%
Sub-Total:	25			

Cherokee Nation Telecommunications	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	1	100.0%	0.0%	0.0%
Non-Management	9	66.7%	22.2%	11.1%
Sub-Total:	11			

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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	52	3.8%	0.0%	96.2%
Sub-Total:	61			

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	24	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	194	0.0%	0.0%	100.0%
Sub-Total:	226			

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