

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

October 2, 2015
Compiled by Barbara Knowlton, CNB
Director Corporate Administration
Standard Report to the Tribal Council for the month of September 2015

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6461		
	1. Cherokee Nation Businesses (Excluding Contract and Temporary Employees)	4922	70.7%	7.8%
B.	1. Cherokee Nation Entertainment	4064	73.1%	8.3%
	2. Catoosa		57.5%	13.1%
	3. Ft. Gibson		93.8%	5.0%
	4. Jay Laundry		95.8%	4.2%
	5. Ramona		67.3%	6.9%
	6. Roland		84.8%	4.9%
	7. Sallisaw		88.3%	4.2%
	8. S. Coffeyville		80.8%	4.0%
	8. Tahlequah		92.2%	2.6%
	9. West Siloam		85.2%	4.3%
	10. Will Rogers Downs Corporate		63.8% 73.3%	7.7% 9.5%
C.	Cherokee Nation Business	420	70.7%	8.3%
D.	Cherokee Nation Assurance	72	2.9%	0.0%
E.	Cherokee Nation Metal Works	42	78.6%	2.4%
F.	Cherokee Nation Construction Services	49	0.0%	0.0%
G.	Cherokee Nation Technology	265	33.3%	0.0%
H.	Cherokee Services Group	120	0.0%	0.0%
I.	Cherokee Security and Defense	14	21.4%	0.0%
J.	Cherokee Nation Industries	44	70.5%	11.4%
K.	CN Aerospace and Defense, LLC	11	90.9%	0.0%
L.	CND LLC	238	82.8%	6.7%
M.	Cherokee Nation Red Wing	59	15.8%	1.8%
N.	Cherokee Nation Medical Services	47	0.0%	0.0%
O.	Cherokee Nation Health Services	158	0.0%	0.0%
P.	Blue Ribbons Downs	3	0.0%	0.0%
Q.	Cherokee Nation Government Solutions	67	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	627	0.0%	0.0%
S.	Cherokee CRC LLC	33	12.1%	3.0%
T.	Cherokee Nation 3S	27	14.8%	0.0%
U.	Cherokee Nation Construction Services	11	90.9%	0.0%
V.	CN Mission Solutions	43	100.0%	0.0%
W.	Cherokee Nat Office Solutions	2	50.0%	0.0%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	31	54.8%	0.0%
2.	Director/General Manager	74	55.4%	5.4%
3.	Manager	477	52.8%	4.0%
4.	Supervisor	224	68.3%	5.4%
5.	Non Management	5655	54.6%	7.2%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	29	62.1%	6.9%
3.	Manager	217	74.7%	2.8%
4.	Supervisor	196	70.4%	4.6%
5.	Non Management	3591	72.2%	9.3%
C.	Cherokee Nation Business			
1.	Vice President and above	17	64.7%	0.0%
2.	Director/General Manager	20	55.0%	10.0%
3.	Manager	98	69.4%	7.1%
4.	Supervisor	7	71.4%	28.6%
5.	Non Management	298	73.5%	9.1%
D.	Cherokee Nation Assurance			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	64	0.0%	0.0%
E.	Cherokee Nation Construction Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	3	0.0%	0.0%
3.	Manager	16	0.0%	6.3%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	29	0.0%	0.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
F.	Cherokee Nation Metal Works			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	2	100.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	38	81.6%	2.6%
G.	Cherokee Nation Technology			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	12	8.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	251	0.0%	6.8%
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	6	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	113	1.8%	0.0%
I.	Cherokee Security and Defense			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	10	20.0%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	3	100.0%	0.0%
4.	Supervisor	2	50.0%	0.0%
5.	Non Management	33	72.7%	15.2%
K.	CND LLC.			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	3	100.0%	0.0%
3.	Manager	5	40.0%	20.0%
4.	Supervisor	10	70.0%	10.0%
5.	Non Management	211	87.2%	6.6%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
L.	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	12	8.3%	8.3%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	45	15.6%	0.0%
M.	Cherokee Nation Medical Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	43	0.0%	0.0%
N.	Cherokee Nation Health Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	5	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	150	0.0%	3.3%
O.	Blue Ribbons Downs			
1.	Vice President and above	0	0.00%	0.00%
2.	Director/General Manager	0	0.00%	0.00%
3.	Manager	0	0.00%	0.00%
4.	Supervisor	0	0.00%	0.00%
5.	Non Management	3	66.67%	0.00%
P.	Cherokee Nation Government Solutions			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	2	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	63	0.0%	0.0%
Q.	Cherokee Nation Technology Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	61	0.0%	0.0%
4.	Supervisor	4	0.0%	0.0%
5.	Non Management	560	0.2%	0.4%

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	10	10.0%	20.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	21	4.8%	4.8%
S.	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%
T.	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%

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1737	26.5%	7.5%
2. Total Positions Hired	174	66.1%	15.5%
B. Retention			
1. Employees Terminated	127	68.5%	13.4%
Attendance	6	100.0%	0.0%
CNGC License Denied	1	0.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	4	0.0%	0.0%
Elimination of Position	0	0.0%	0.0%
End Temporary Employment	0	0.0%	0.0%
Failure To Meet Min Employment Req.	6	50.0%	0.0%
Failure to Return from Leave	4	50.0%	0.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	2	0.0%	0.0%
No Call-No Show	18	72.2%	0.0%
No Show Orientation	3	100.0%	0.0%
Personal Reasons	0	0.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	0	0.0%	0.0%
Resigned without Notice	33	63.6%	0.0%
Return to School	39	71.8%	0.0%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	2	50.0%	0.0%
Violation of Rules	0	0.0%	0.0%
Voluntary Separation Program	8	50.0%	0.0%

2. Promotions

Total
24

Cherokee
75.0%

Other Tribe
4.2%

Job titles of Promoted Cherokees

- Drop Count Lead
- Lead Players Club Rep
- Lead Surveillance Agent
Casino Service
Representative
- Front Office Lead
- Production Cook
- Revenue Audit Associate I
- Room Inspector
- Security Guard/Unarmed
- Marketing Coordinator
- F & B Supervisor - Level 1
- Customer Service
Administrator
- Drop Count Associate II
- Fac/Maint. Associate
- Revenue Audit Associate II
- Casino Host
- Sous Chef
- F & B Manager - Level 2
- Steward Supervisor