

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**February 1, 2016  
Compiled by Barbara Knowlton, CNB  
Director of Corporate Administration  
Standard Report to the Tribal Council for the month of January 2016**

## I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation Businesses (Including All Employees)</b>	<b>6441</b>		
	1. <b>Cherokee Nation Businesses (Excluding Contract and Temporary Employees)</b>	<b>4908</b>	<b>69.8%</b>	<b>7.8%</b>
<b>B.</b>	1. <b>Cherokee Nation Entertainment</b>	<b>4019</b>	<b>72.7%</b>	<b>8.3%</b>
	2. Catoosa		56.3%	13.1%
	3. Ft. Gibson		94.4%	5.0%
	4. Jay Laundry		96.2%	3.8%
	5. Ramona		67.1%	5.9%
	6. Roland		85.5%	4.7%
	7. Sallisaw		87.9%	4.0%
	8. S. Coffeyville		81.0%	4.3%
	8. Tahlequah		91.6%	2.6%
	9. West Siloam		85.5%	4.1%
	10. Will Rogers Downs Corporate		63.5% 72.9%	7.0% 9.8%
<b>C.</b>	<b>Cherokee Nation Business</b>	<b>429</b>	<b>69.4%</b>	<b>8.1%</b>
<b>D.</b>	<b>Cherokee Nation Assurance</b>	<b>74</b>	<b>2.8%</b>	<b>0.0%</b>
<b>E.</b>	<b>Cherokee Nation Metal Works</b>	<b>43</b>	<b>81.4%</b>	<b>2.3%</b>
<b>F.</b>	<b>Cherokee Nation Construction Services</b>	<b>21</b>	<b>0.0%</b>	<b>0.0%</b>
<b>G.</b>	<b>Cherokee Nation Technology</b>	<b>308</b>	<b>0.0%</b>	<b>0.0%</b>
<b>H.</b>	<b>Cherokee Services Group</b>	<b>80</b>	<b>0.0%</b>	<b>0.0%</b>
<b>I.</b>	<b>Cherokee Security and Defense</b>	<b>15</b>	<b>20.0%</b>	<b>0.0%</b>
<b>J.</b>	<b>Cherokee Nation Industries</b>	<b>41</b>	<b>73.2%</b>	<b>12.2%</b>
<b>K.</b>	<b>CN Aerospace and Defense, LLC</b>	<b>10</b>	<b>90.0%</b>	<b>0.0%</b>
<b>L.</b>	<b>CND LLC</b>	<b>216</b>	<b>84.7%</b>	<b>7.4%</b>
<b>M.</b>	<b>Cherokee Nation Red Wing</b>	<b>70</b>	<b>13.0%</b>	<b>1.4%</b>
<b>N.</b>	<b>Cherokee Nation Medical Services</b>	<b>31</b>	<b>0.0%</b>	<b>0.0%</b>
<b>O.</b>	<b>Cherokee Nation Health Services</b>	<b>255</b>	<b>0.0%</b>	<b>0.0%</b>
<b>P.</b>	<b>Blue Ribbons Downs</b>	<b>3</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Q.</b>	<b>Cherokee Nation Government Solutions</b>	<b>38</b>	<b>50.0%</b>	<b>0.0%</b>
<b>R.</b>	<b>Cherokee Nation Technology Solutions</b>	<b>511</b>	<b>0.0%</b>	<b>0.0%</b>
<b>S.</b>	<b>Cherokee CRC LLC</b>	<b>30</b>	<b>6.7%</b>	<b>3.3%</b>
<b>T.</b>	<b>Cherokee Nation 3S</b>	<b>50</b>	<b>8.0%</b>	<b>0.0%</b>
<b>U.</b>	<b>Cherokee Nation Construction Services</b>	<b>11</b>	<b>90.9%</b>	<b>0.0%</b>
<b>V.</b>	<b>CN Mission Solutions</b>	<b>73</b>	<b>0.0%</b>	<b>0.0%</b>
<b>W.</b>	<b>Cherokee Nat Office Solutions</b>	<b>2</b>	<b>50.0%</b>	<b>0.0%</b>
<b>X.</b>	<b>Cherokee Nation Mechanical</b>	<b>27</b>	<b>0.0%</b>	<b>0.0%</b>

## II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation businesses</b>			
1.	Vice President and above	26	65.4%	0.0%
2.	Director/General Manager	84	53.6%	4.8%
3.	Manager	474	53.2%	4.4%
4.	Supervisor	224	68.3%	5.4%
5.	Non Management	5633	53.5%	6.8%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	29	65.5%	6.9%
3.	Manager	214	75.2%	3.3%
4.	Supervisor	196	70.4%	4.6%
5.	Non Management	3547	71.7%	9.0%
<b>C.</b>	<b>Cherokee Nation Business</b>			
1.	Vice President and above	17	76.5%	0.0%
2.	Director/General Manager	23	52.2%	8.7%
3.	Manager	98	68.4%	7.1%
4.	Supervisor	7	71.4%	28.6%
5.	Non Management	302	71.5%	9.3%
<b>D.</b>	<b>Cherokee Nation Assurance</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	65	0.0%	0.0%
<b>E.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	13	0.0%	7.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	6	0.0%	0.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>F.</b>	<b>Cherokee Nation Metal Works</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	3	66.7%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	37	86.5%	2.7%
<b>G.</b>	<b>Cherokee Nation Technology</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	15	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	291	0.0%	1.7%
<b>H.</b>	<b>Cherokee Services Group</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	75	2.7%	1.3%
<b>I.</b>	<b>Cherokee Security and Defense</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	10	20.0%	0.0%
<b>J.</b>	<b>Cherokee Nation Industries</b>			
1.	Vice President and above	1	100.0%	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%
<b>K.</b>	<b>CND LLC.</b>			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	3	100.0%	0.0%
3.	Manager	7	42.9%	28.6%
4.	Supervisor	10	70.0%	10.0%
5.	Non Management	195	86.7%	6.7%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>L.</b>	<b>Cherokee Nation Red Wing</b>			
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	56	12.5%	0.0%
<b>M.</b>	<b>Cherokee Nation Medical Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	30	0.0%	0.0%
<b>N.</b>	<b>Cherokee Nation Health Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	4	25.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	248	0.0%	2.0%
<b>O.</b>	<b>Blue Ribbons Downs</b>			
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	3	66.7%	0.0%
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	36	0.0%	0.0%
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	5	0.0%	0.0%
3.	Manager	58	0.0%	0.0%
4.	Supervisor	4	0.0%	0.0%
5.	Non Management	444	0.2%	0.2%

		Total Employees*	Cherokee	Other Tribe
<b>R.</b>	<b>Cherokee CRC LLC</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	9	11.1%	22.2%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	21	4.8%	4.8%
<b>S.</b>	<b>CN Mission Solutions</b>			
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%
<b>T.</b>	<b>Cherokee Nat Office Solutions</b>			
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%
<b>U.</b>	<b>Cherokee Nation 3S</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	4	50.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	45	2.2%	2.2%
<b>V.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	13	0.0%	7.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	6	0.0%	0.0%
<b>W.</b>	<b>Cherokee Nation Mechanical</b>			
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	23	0.0%	0.0%

### III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
<b>A. Hiring Practices</b>			
1. Active Resumes/Applications	1904	28.2%	7.7%
2. Total Positions Hired	136	62.5%	18.4%
<b>B. Retention</b>			
<b>1. Employees Terminated</b>	<b>99</b>	<b>70.7%</b>	<b>12.1%</b>
Attendance	6	66.7%	0.0%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	0	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.	1	100.0%	0.0%
Failure to Return from Leave	1	100.0%	0.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	1	0.0%	0.0%
No Call-No Show	11	72.7%	9.1%
No Show Orientation	2	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	27	85.2%	3.7%
Return to School	43	60.5%	18.6%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	1	100.0%	0.0%
Violation of Rules	1	0.0%	0.0%
Voluntary Separation Program	5	60.0%	20.0%

**2. Promotions**

**Total**  
**41**

**Cherokee**  
**80.5%**

**Other Tribe**  
**9.8%**

**Job titles of Promoted Cherokees**

- Cage Oper. Mgr. - small & med.
- Cage Supervisor
- CNE Sales Specialist
- Count/Drop Team Supervisor
- Customer Service Administrator
- Drop Count Associate I
- Drop Count Associate II
- Dual Rate Lead
- E-Games tech 1
- EVS Casino Attendant
- F & B Manager - Level 2
- F & B Manager - Level 3
- F & B Supervisor - Level 1
- Front Office Lead
- IT Audio Visual Analyst I
- IT Audio Visual Analyst II
- Lead Fac.Maintenance Associate
- Lead Gaming Floor Cashier
- Lead Main Cage Cashier
- Lead Surveillance Agent
- Main Cage Cashier
- Manager of Finance Ops I
- Marble Technician
- Mixologist
- Production Cook
- Revenue Audit Associate I
- Revenue Audit Associate III
- Saucier Cook
- Security Guard/Armed
- Security Guard/Unarmed
- Security Training Manager
- Senior Administrative Assistan
- Sr. Dealer
- Stock/Bus Person
- Surveillance Agent
- Vendor Registration Admin III
- Wok Cook