

**CHEROKEE NATION BUSINESSES**  
**FULL COUNCIL OF THE CHEROKEE NATION REPORT**



**September 1, 2021 as of August 31, 2021**  
**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 2021**

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## Tribal Employment

### I. Overall

	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>All Cherokee Nation Businesses</b>	<b>6,966</b>	<b>2,585</b>	<b>231</b>	<b>4,150</b>
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Businesses- Preference</b>	<b>3,596</b>	<b>67.9%</b>	<b>6.1%</b>	<b>26.0%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we <b>can</b> practice preference)</i>				
<b>Cherokee Nation Businesses- Non Preference</b>	<b>284</b>	<b>31.3%</b>	<b>2.5%</b>	<b>66.2%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we <b>can't</b> practice preference)</i>				

### II. By Company Type and Organization Level

<b>Cherokee Preference Companies</b>				
	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Entertainment</b>	<b>2,937</b>	<b>66.1%</b>	<b>6.4%</b>	<b>27.5%</b>
Catoosa	1,129	46.9%	9.8%	43.2%
Ft. Gibson	101	88.1%	5.9%	5.9%
Grove	107	80.4%	1.9%	17.8%
Jay Laundry	17	100.0%	0.0%	0.0%
Ramona	111	60.4%	7.2%	32.4%
Roland	334	82.6%	4.5%	12.9%
Sallisaw	93	91.4%	2.2%	6.5%
S. Coffeyville	95	57.9%	7.4%	34.7%
Tahlequah	186	86.6%	1.6%	11.8%
West Siloam	491	80.0%	3.1%	16.9%
Blue Ribbons Downs	2	100.0%	0.0%	0.0%
Corporate	271	66.4%	7.0%	26.6%
<b>Cherokee Nation Businesses</b>	<b>481</b>	<b>73.2%</b>	<b>5.8%</b>	<b>21.0%</b>
<b>Cherokee Nation Property Management</b>	<b>28</b>	<b>89.3%</b>	<b>3.6%</b>	<b>7.1%</b>
<b>Sub-Total:</b>	<b>3,446</b>	<b>67.3%</b>	<b>6.3%</b>	<b>26.4%</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>65</b>	<b>66.2%</b>	<b>1.5%</b>	<b>32.3%</b>
<b>CND LLC</b>	<b>115</b>	<b>91.3%</b>	<b>0.0%</b>	<b>8.7%</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>1</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Sub-Total:</b>	<b>186</b>	<b>80.6%</b>	<b>1.1%</b>	<b>18.3%</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	28	78.6%	0.0%	21.4%
Director/General Manager	79	58.2%	6.3%	35.4%
Manager	313	73.2%	3.8%	23.0%
Supervisor	278	78.4%	5.8%	15.8%
Non-Management	2,934	66.6%	6.3%	27.1%
<b>Sub-Total:</b>	<b>3,632</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.

<b>Non-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>Cherokee Nation Operational Solutions, LLC</b>	<b>298</b>	<b>1.0%</b>	<b>0.3%</b>	<b>98.7%</b>
<b>CN Aerospace and Defense, LLC</b>	<b>36</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Businesses</b>	<b>87</b>	<b>1.1%</b>	<b>2.3%</b>	<b>96.6%</b>
<b>CND LLC</b>	<b>1</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Technology</b>	<b>65</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Services Group</b>	<b>68</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Security and Defense</b>	<b>49</b>	<b>6.1%</b>	<b>2.0%</b>	<b>91.8%</b>
<b>Cherokee Nation Assurance</b>	<b>166</b>	<b>0.0%</b>	<b>0.6%</b>	<b>99.4%</b>
<b>Cherokee Nation Construction Services</b>	<b>5</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Healthcare Services</b>	<b>44</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Government Solutions</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Technology Solutions</b>	<b>39</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee CRC LLC</b>	<b>13</b>	<b>7.7%</b>	<b>0.0%</b>	<b>92.3%</b>
<b>Cherokee Nation 3S</b>	<b>300</b>	<b>0.7%</b>	<b>0.0%</b>	<b>99.3%</b>
<b>Cherokee Nation Construction Resources</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>CN Mission Solutions</b>	<b>237</b>	<b>0.4%</b>	<b>0.0%</b>	<b>99.6%</b>
<b>Cherokee Nation Mechanical</b>	<b>11</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Strategic Programs</b>	<b>702</b>	<b>0.1%</b>	<b>0.0%</b>	<b>99.9%</b>
<b>Cherokee Nation Environmental Solutions</b>	<b>24</b>	<b>8.3%</b>	<b>0.0%</b>	<b>91.7%</b>
<b>Cherokee Nation Systems Solutions</b>	<b>268</b>	<b>0.7%</b>	<b>0.0%</b>	<b>99.3%</b>
<b>Cherokee Nation Management &amp; Consulting</b>	<b>662</b>	<b>0.3%</b>	<b>0.3%</b>	<b>99.4%</b>
<b>Cherokee Nation Red Wing</b>	<b>68</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>CN Solutions Link LLC</b>	<b>11</b>	<b>9.1%</b>	<b>0.0%</b>	<b>90.9%</b>
<b>CN Federal Consulting, LLC</b>	<b>8</b>	<b>12.5%</b>	<b>0.0%</b>	<b>87.5%</b>
<b>Will Rogers Downs</b>	<b>155</b>	<b>61.9%</b>	<b>3.2%</b>	<b>34.8%</b>
<b>Cherokee Insights, LLC</b>	<b>17</b>	<b>5.9%</b>	<b>0.0%</b>	<b>94.1%</b>
<b>Sub-Total:</b>	<b>3,334</b>	<b>3.5%</b>	<b>0.4%</b>	<b>96.1%</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>				

<b>Organizational Level - Non-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</b>				
Vice President and above	8	0.0%	0.0%	100.0%
Director/General Manager	38	7.9%	0.0%	92.1%
Manager	331	5.4%	0.3%	94.3%
Supervisor	45	22.2%	0.0%	77.8%
Non-Management	2,912	3.0%	0.4%	96.7%
<b>Sub-Total:</b>	<b>3,334</b>			

## Additional Cherokee Nation Entertainment Information

<b>I. Hiring Practices</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
Active Resumes/Applications	1,780	25.8%	3.3%	70.8%
# of Distinct Applicants	1,236	26.9%	3.9%	76.3%
Total Positions Hired	142	45.1%	6.3%	48.6%

<b>II. Retention</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>Employees Terminated</b>	<b>173</b>	<b>49.7%</b>	<b>5.8%</b>	<b>44.5%</b>
Attendance	1	100.0%	0.0%	0.0%
Dissatisfied with Department	3	66.7%	0.0%	33.3%
Dissatisfied with Job	12	50.0%	8.3%	41.7%
Dissatisfied with Manager	2	50.0%	0.0%	50.0%
Dissatisfied with Pay	10	50.0%	0.0%	50.0%
Dissatisfied with Shift	2	50.0%	0.0%	50.0%
Failure to Return from Leave	1	100.0%	0.0%	0.0%
Family Reasons	5	80.0%	0.0%	20.0%
Misconduct	1	100.0%	0.0%	0.0%
No Call-No Show	27	25.9%	3.7%	70.4%
No Show Orientation	10	30.0%	10.0%	60.0%
Not Challenged	1	100.0%	0.0%	0.0%
Passed Away	5	80.0%	0.0%	20.0%
Personal Reasons	73	49.3%	6.8%	43.8%
Physical Work Environment	1	0.0%	100.0%	0.0%
Relocation	5	80.0%	20.0%	0.0%
Relocation of Spouse	1	100.0%	0.0%	0.0%
Retirement	3	0.0%	0.0%	100.0%
Return to School	6	66.7%	0.0%	33.3%
Transfer to CN Affiliate	2	100.0%	0.0%	0.0%
Violation of Rules	2	100.0%	0.0%	0.0%

<b>III. Promotions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
	<b>32</b>	<b>65.6%</b>	<b>0.0%</b>	<b>34.4%</b>
Asst. Course Superintendent	1	100.0%	0.0%	0.0%
Cage Supervisor	1	100.0%	0.0%	0.0%
Cashiering Supervisor	1	100.0%	0.0%	0.0%
Casino Ops. Develop. Trainee	1	100.0%	0.0%	0.0%
Casino Ops. Manager- Med	1	100.0%	0.0%	0.0%
Casino Service Representative	1	100.0%	0.0%	0.0%
Content Specialist	1	0.0%	0.0%	100.0%
Customer Service Administrator	1	0.0%	0.0%	100.0%
Director Finance	1	0.0%	0.0%	100.0%
Drop Count Lead	2	100.0%	0.0%	0.0%
EVS Casino Attendant	1	100.0%	0.0%	0.0%
F & B Manager - Level 1	1	100.0%	0.0%	0.0%
Front Office Lead	3	66.7%	0.0%	33.3%
Gaming Floor Cashier	1	0.0%	0.0%	100.0%
Golf Maintenance Associate	1	100.0%	0.0%	0.0%
Housekeeper	2	0.0%	0.0%	100.0%
Housekeeping-Porter	1	100.0%	0.0%	0.0%
Lead Fac.Maintenance Associate	1	100.0%	0.0%	0.0%
Lead Security Guard	1	0.0%	0.0%	100.0%
Main Cage Cashier	2	50.0%	0.0%	50.0%
Mixologist	1	100.0%	0.0%	0.0%
Poker Floor Lead	1	0.0%	0.0%	100.0%
Saucier Cook	1	100.0%	0.0%	0.0%
Security Guard/Unarmed	1	100.0%	0.0%	0.0%
Senior Security Officer	1	100.0%	0.0%	0.0%
Sr. Fleet Administrator	1	100.0%	0.0%	0.0%
Table Games Floor Lead	1	0.0%	0.0%	100.0%

## 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	9	66.7%	0.0%	33.3%
Director/General Manager	34	67.6%	2.9%	29.4%
Manager	214	74.3%	3.3%	22.4%
Supervisor	274	76.3%	5.8%	17.9%
Non-Management	2,561	64.0%	6.6%	29.4%
<b>Sub-Total:</b>	<b>3,092</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	47	48.9%	8.5%	42.6%
Manager	107	64.5%	4.7%	30.8%
Supervisor	8	75.0%	0.0%	25.0%
Non-Management	379	63.1%	5.5%	31.4%
<b>Sub-Total:</b>	<b>568</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	13	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	152	0.0%	0.7%	99.3%
<b>Sub-Total:</b>	<b>166</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	0	0.0%	0.0%	0.0%
Manager	2	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	2	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>5</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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	60	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>65</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	0	0.0%	0.0%	0.0%
Manager	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	64	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>68</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	0.0%	0.0%	100.0%
Manager	9	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	39	7.7%	2.6%	89.7%
<b>Sub-Total:</b>	<b>49</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	10	20.0%	10.0%	70.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	89	44.9%	0.0%	55.1%
<b>Sub-Total:</b>	<b>101</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	8	100.0%	0.0%	0.0%
Non-Management	103	92.2%	0.0%	7.8%
<b>Sub-Total:</b>	<b>116</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	1	0.0%	0.0%	100.0%
Manager	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	56	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>69</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	0	0.0%	0.0%	0.0%
Manager	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	41	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>44</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	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>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	0	0.0%	0.0%	0.0%
Manager	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	34	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>39</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	5	0.0%	0.0%	100.0%
Non-Management	3	33.3%	0.0%	66.7%
<b>Sub-Total:</b>	<b>13</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	1	100.0%	0.0%	0.0%
Manager	30	3.3%	0.0%	96.7%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	264	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>300</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	18	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	217	0.5%	0.0%	99.5%
<b>Sub-Total:</b>	<b>237</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	2	50.0%	0.0%	50.0%
Manager	13	7.7%	0.0%	92.3%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	282	0.0%	0.4%	99.6%
<b>Sub-Total:</b>	<b>298</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	3	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>11</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	88.9%	0.0%	11.1%
Supervisor	3	100.0%	0.0%	0.0%
Non-Management	16	87.5%	6.3%	6.3%
<b>Sub-Total:</b>	<b>28</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	2	0.0%	0.0%	100.0%
Manager	55	1.8%	0.0%	98.2%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	645	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>702</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	2	50.0%	0.0%	50.0%
Manager	5	20.0%	0.0%	80.0%
Supervisor	8	0.0%	0.0%	100.0%
Non-Management	9	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>24</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	0	0.0%	0.0%	0.0%
Manager	17	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	251	0.8%	0.0%	99.2%
<b>Sub-Total:</b>	<b>268</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	19	0.0%	0.0%	100.0%
Manager	94	2.1%	0.0%	97.9%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	543	0.0%	0.4%	99.6%
<b>Sub-Total:</b>	<b>662</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	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	9	11.1%	0.0%	88.9%
<b>Sub-Total:</b>	<b>11</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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	4	25.0%	0.0%	75.0%
<b>Sub-Total:</b>	<b>8</b>			

<b>Cherokee Insights, 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	1	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	16	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>17</b>			

## II. Full List of Termination Reasons

<b>Involuntary:</b>	<b>Voluntary:</b>
Attendance	Dissatisfied with Benefits
CNGC License Denied	Dissatisfied with Career Advancement
CNGC License Revoked	Dissatisfied with Job
Contract Change	Dissatisfied with Department
Elimination of Position	Dissatisfied with Manager
End of Government Contract	Dissatisfied with Pay
End of Task Order	Dissatisfied with Shift
Terminated During Probation Period	Dissatisfied with Time Off
End Temporary Employment	Family Reasons
Failure to Meet Minimum Employment Requirements/Credentials	Felt Underappreciated
Failure to Return from Leave	No Call-No Show
Gross Misconduct	Not Challenged
Insubordination	Outdated Technology/Procedures
Misconduct	Passed Away
Misstatement on Application	Personal Reasons
No Show Orientation	Relocation
Reduction in Force	Relocation of Spouse
Security Clearance	Reason Not Given
Tardiness	Remote Work Preference
Unsatisfactory Performance	Return to School
Violation of Rules	Retirement
	Transfer to CN Affiliate
	Voluntary Separation Program
	Physical Work Environment