

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



November 1, 2019 as of October 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 October 2019

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,671	3,422	313	3,936
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,640	69.3%	6.3%	24.4%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	348	33.6%	0.9%	65.5%
<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				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Entertainment	3,998	67.8%	6.7%	25.5%
Catoosa	1,637	44.8%	10.3%	44.9%
Ft. Gibson	128	91.4%	6.3%	2.3%
Grove	147	82.3%	3.4%	14.3%
Jay Laundry	19	100.0%	0.0%	0.0%
Ramona	137	65.7%	6.6%	27.7%
Roland	459	90.8%	2.2%	7.0%
Sallisaw	120	90.8%	2.5%	6.7%
S. Coffeyville	114	58.8%	6.1%	35.1%
Tahlequah	251	89.6%	3.2%	7.2%
West Siloam	752	86.3%	3.9%	9.8%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	231	69.3%	8.2%	22.5%
Cherokee Nation Businesses	500	72.4%	5.4%	22.2%
Cherokee Nation Property Management	25	88.0%	8.0%	4.0%
Sub-Total:	4,523	68.4%	6.5%	25.0%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	46	60.9%	2.2%	37.0%
CND LLC	153	93.5%	2.0%	4.6%
Cherokee Nation Telecommunications	11	63.6%	18.2%	18.2%
Cherokee Nation Red Wing	15	53.3%	0.0%	46.7%
Sub-Total:	225	82.7%	2.7%	14.7%
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	28	78.6%	0.0%	21.4%
Director/General Manager	64	59.4%	4.7%	35.9%
Manager	339	72.0%	3.5%	24.5%
Supervisor	214	75.7%	6.5%	17.8%
Non-Management	4,103	68.6%	6.6%	24.8%
Sub-Total:	4,748			

*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	75	4.0%	0.0%	96.0%
Cherokee Nation Businesses	56	0.0%	0.0%	100.0%
Cherokee Nation Technology	244	0.0%	0.8%	99.2%
Cherokee Services Group	48	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	61	6.6%	1.6%	91.8%
Cherokee Nation Assurance	223	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	9	11.1%	0.0%	88.9%
Cherokee Nation Healthcare Services	122	0.8%	0.8%	98.4%
Cherokee Nation Government Solutions	3	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	133	0.0%	0.0%	100.0%
Cherokee CRC LLC	12	0.0%	8.3%	91.7%
Cherokee Nation 3S	270	1.5%	0.0%	98.5%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	439	0.2%	0.2%	99.5%
Cherokee Nation Mechanical	18	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	612	0.3%	0.3%	99.3%
Cherokee Nation Environmental Solutions	22	13.6%	4.5%	81.8%
Cherokee Nation Systems Solutions	58	3.4%	0.0%	96.6%
Cherokee Nation Management & Consulting	241	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	81	1.2%	0.0%	98.8%
CN Solutions Link LLC	7	0.0%	0.0%	100.0%
CN Federal Consulting, LLC	1	0.0%	0.0%	100.0%
Will Rogers Downs	188	63.3%	1.6%	35.1%
Sub-Total:	2,923	4.8%	0.4%	94.5%

****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				
Vice President and above	5	0.0%	0.0%	100.0%
Director/General Manager	39	15.4%	0.0%	84.6%
Manager	227	5.7%	0.4%	93.8%
Supervisor	38	7.9%	5.3%	86.8%
Non-Management	2,614	4.6%	0.3%	95.1%
Sub-Total:	2,923			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	4,679	32.1%	6.5%	61.4%
Total Positions Hired	131	65.6%	10.7%	23.7%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	123	61.0%	5.7%	33.3%
Failure To Meet Min Emplmt Req	1	100.0%	0.0%	0.0%
Failure to Return from Leave	4	25.0%	25.0%	50.0%
No Call-No Show	28	53.6%	10.7%	35.7%
No Show Orientation	4	100.0%	0.0%	0.0%
Resigned with Notice	23	78.3%	4.3%	17.4%
Resigned without Notice	49	55.1%	2.0%	42.9%
Violation of Rules	3	66.7%	0.0%	33.3%
Transfer to Affiliate	3	100.0%	0.0%	0.0%
Attendance	7	57.1%	0.0%	42.9%
Death	1	0.0%	100.0%	0.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	43	74.4%	7.0%	18.6%
Production Cook				
Security Guard/Unarmed				
EVS Casino Attendant				
Sr. Dealer				
Mixologist				
Casino Service Representative				
Main Cage Cashier				
Drop Count Associate I				
Surveillance Agent				
Lead Fac.Maintenance Associate				
Executive Casino Host				
Lead Electronic Cashier				
Front Office Shift Supervisor				
Revenue Audit Associate I				
EVS Supervisor				
HVAC Licensed Journeyman				
Buyer				
Spa Supervisor				
Lead Players Club Rep				
Players Club Representative				
Front Office Manager				

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	71.0%	3.2%	25.8%
Manager	227	74.0%	1.8%	24.2%
Supervisor	203	73.4%	5.9%	20.7%
Non-Management	3,719	66.8%	6.8%	26.4%
Sub-Total:	4,186			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	27	63.0%	0.0%	37.0%
Director/General Manager	40	40.0%	5.0%	55.0%
Manager	119	63.0%	5.0%	31.9%
Supervisor	10	60.0%	20.0%	20.0%
Non-Management	360	68.9%	4.7%	26.4%
Sub-Total:	556			

Cherokee Nation Assurance	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	18	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	204	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	0.0%	0.0%	100.0%
Manager	4	25.0%	0.0%	75.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	2	0.0%	0.0%	100.0%
Sub-Total:	9			

Cherokee Nation Technology	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	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	232	0.0%	0.9%	99.1%
Sub-Total:	244			

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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	44	0.0%	0.0%	100.0%
Sub-Total:	48			

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	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	47	6.4%	2.1%	91.5%
Sub-Total:	61			

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	4	0.0%	25.0%	75.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	42	66.7%	0.0%	33.3%
Sub-Total:	46			

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	100.0%	0.0%	0.0%
Non-Management	145	93.8%	2.1%	4.1%
Sub-Total:	153			

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	15	6.7%	0.0%	93.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	80	8.8%	0.0%	91.3%
Sub-Total:	96			

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	113	0.0%	0.9%	99.1%
Sub-Total:	122			

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	2	0.0%	0.0%	100.0%
Sub-Total:	3			

Cherokee Nation Technology 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	13	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	118	0.0%	0.0%	100.0%
Sub-Total:	133			

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	5	0.0%	0.0%	100.0%
Supervisor	2	0.0%	50.0%	50.0%
Non-Management	4	0.0%	0.0%	100.0%
Sub-Total:	12			

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	14	7.1%	0.0%	92.9%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	248	1.2%	0.0%	98.8%
Sub-Total:	270			

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	14	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:	439			

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	3	33.3%	0.0%	66.7%
Manager	7	14.3%	0.0%	85.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	65	1.5%	0.0%	98.5%
Sub-Total:	75			

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	2	100.0%	0.0%	0.0%
Non-Management	14	92.9%	7.1%	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	40	2.5%	2.5%	95.0%
Supervisor	2	0.0%	0.0%	100.0%
Non-Management	566	0.0%	0.2%	99.8%
Sub-Total:	612			

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	2	0.0%	0.0%	100.0%
Supervisor	12	8.3%	8.3%	83.3%
Non-Management	7	14.3%	0.0%	85.7%
Sub-Total:	22			

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	7	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	50	2.0%	0.0%	98.0%
Sub-Total:	58			

Cherokee Nation Management & Consulting	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	27	0.0%	0.0%	100.0%
Supervisor	7	0.0%	0.0%	100.0%
Non-Management	203	0.0%	0.0%	100.0%
Sub-Total:	241			

CN Solutions Link 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	0	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	7	0.0%	0.0%	100.0%
Sub-Total:	7			

CN Federal Consulting, 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	0	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	1	0.0%	0.0%	100.0%
Sub-Total:	1			

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