

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**April 1, 2017
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of March 2017**

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"This Executive Summary provides a snapshot of CNB headcount and Cherokee Utilization. The overall CNB headcount as of March 1, 2017 was 6703. However, this Executive Summary excludes employees who are on government contracts because the timing of contract terms may skew data and our intent is to focus on those opportunities for Cherokee employment more directly within our control. Temporary employees are also excluded."

Executive Summary

I. Preference Locations Only		
<i>(Excluding Temporary and Contract Employees, including companies where we <u>can</u> practice preference)</i>		
	Cherokee Percentage	Headcount
Current Overall Headcount		4,795▲
Current Cherokee Utilization	73.3%▼	3,513▼
<i>Overall Headcount Range (1/2012 –Current)</i>		3,539-4,795
<i>Fiscal YTD Cherokee Headcount</i>	10/1/16 - 3226	+302 ▲
<i>Range of Cherokee Utilization (1/2012- Current)</i>	67.3%- 76.7%	2383-3528
<i>Average Fiscal YTD Cherokee Utilization</i>	73%	4571
<i>Median Fiscal YTD Cherokee Utilization</i>	73%	4564
II. Total Employment by Company *		
<i>*Includes Temporary and Contract Employees</i>		
Preference Locations	72.6%▼	4,945▲
Cherokee Nation Businesses	67.7%▲	474▲
Cherokee Nation Property Management	72.7%■	11■
Cherokee Nation Entertainment	72.5%▼	4210▲
Diversified Businesses	84.0%▲	250▲
Non-Preference Locations		
Diversified Businesses	1.0%▼	301▲
Gov't Contract and Temp Employees		1457▼
Subtotal	53.8%▼	6703▲
III. By Organization Levels		
All Cherokee Nation Businesses		
Vice President and above	60.0%■	30■
Director/General Manager	53.1%▼	98■
Manager	50.7%▼	475▼
Supervisor	66.5%▼	224▼
Non-Management	53.3%▼	5876▲
Subtotal		6703▲

* See Appendix

* Arrows indicate change since last period

Appendix

I. By Company

Cherokee Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Entertainment	4,210▲	72.5%▼	6.9%■	20.6%▲
Catoosa	1,636▲	55.0%▼	11.6%▼	33.4%▲
Ft. Gibson	149■	95.3%■	4.0%■	0.7%■
Grove	175▲	84.0%▼	4.0%■	12.0%▲
Jay Laundry	25■	100.0%■	0.0%■	0.0%■
Ramona	148▼	66.2%▲	5.4%▲	28.4%▼
Roland	492▼	88.4%▲	3.0%■	8.5%▼
Sallisaw	128▲	89.8%▼	2.3%▼	7.8%▲
S. Coffeyville	121▼	71.1%▲	7.4%▲	21.5%▼
Tahlequah	189▼	92.1%■	2.1%■	5.8%■
West Siloam	734▼	88.6%▼	2.3%■	9.1%▲
Will Rogers Downs	206▲	62.1%▼	5.3%▼	32.5%▲
Blue Ribbons Downs	3■	66.7%■	0.0%■	33.3%■
Corporate	204▼	73.5%▲	9.3%■	17.2%▼
Cherokee Nation Business	474▼	67.7%▲	7.0%■	25.3%▼
Cherokee Nation Property Management	11■	72.7%■	9.1%■	18.2%■
Sub-Total	4,695▲	72.0%▼	6.9%▲	21.1%▲
Native American Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Industries	0■	0.0%■	0.0%■	0.0%■
CN Aerospace and Defense, LLC	9■	88.9%■	0.0%■	11.1%■
CND LLC	183▼	86.9%▲	6.6%▲	6.6%▼
Cherokee Nation Metal Works	0■	0.0%■	0.0%■	0.0%■
Cherokee Nat Office Solutions	2■	50.0%■	0.0%■	50.0%■
Cherokee Nation Red Wing	37▼	78.4%▲	0.0%▼	21.6%▼
Cherokee Nation Telecommunications	19■	68.4%■	15.8%■	15.8%■
Sub-Total	250▼	84.0%▲	6.0%▼	10.0%▼
Non-Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Technology	368▲	0.0%■	0.0%■	100.0%■
Cherokee Services Group	95▲	1.1%▲	0.0%■	98.9%▼
Cherokee Nation Security and Defense	19▲	15.8%▼	0.0%■	84.2%▲
Cherokee Nation Assurance	113▼	0.9%■	0.0%■	99.1%■
Cherokee Nation Construction Services	16■	6.3%▼	0.0%■	93.8%▲
Cherokee Medical Services	3▼	0.0%■	0.0%■	100.0%■
Cherokee Nation Healthcare Services	220▼	0.0%■	0.0%■	100.0%■
Cherokee Nation Government Solutions	20■	0.0%■	0.0%■	100.0%■
Cherokee Nation Technology Solutions	356▼	0.0%■	0.0%■	100.0%■
Cherokee CRC LLC	26▲	0.0%■	11.5%▲	88.5%▼

Non-Preference Companies (continued)				
*Includes Temporary and Contract Employees				
	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation 3S	40■	7.5%▼	2.5%▲	90.0%▲
Cherokee Nation Construction Resources	4▼	100.0%■	0.0%■	0.0%■
CN Mission Solutions	139▲	0.0%■	0.0%■	100.0%■
Cherokee Nation Mechanical	18■	0.0%■	0.0%■	100.0%■
Cherokee Nation Defense Solutions	0■	0.0%■	0.0%■	0.0%■
Cherokee Nation Strategic Programs	55▲	1.8%▲	0.0%■	98.2%▼
Cherokee Nation Environmental Solutions	13▲	15.4%▼	0.0%■	84.6%▲
Cherokee Nation Protective Services	0■	0.0%■	0.0%■	0.0%■
Cherokee Nation Facilities Management	0■	0.0%■	0.0%■	0.0%■
Cherokee Nation Systems Solutions	0■	0.0%■	0.0%■	0.0%■
Cherokee Nation Medical Logistics	0■	0.0%■	0.0%■	0.0%■
Cherokee Nation Management & Consulting	188▲	0.0%■	0.0%■	100.0%■
Cherokee Nation Diagnostic Innovations	0■	0.0%■	0.0%■	0.0%■
Cherokee Nation Red Wing	65▲	1.5%▲	1.5%▲	96.9%▼
Cherokee Nation Technology Services	0■	0.0%■	0.0%■	0.0%■
Sub-Total	1,758▲	1.0%▼	0.3%■	98.7%▲

II. Organization Level by Company

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Entertainment				
Vice President and above	4■	75.0%■	0.0%■	25.0%■
Director/General Manager	34▲	70.6%▲	5.9%▼	23.5%▼
Manager	215▼	74.0%▼	2.8%▲	23.3%▲
Supervisor	201▼	68.7%▼	5.0%▼	26.4%▲
Non-Management	3,756▲	72.4%▼	7.5%▲	20.2%▲
Subtotal	4,210▲			
Cherokee Nation Business				
Vice President and above	23■	65.2%■	8.7%■	26.1%■
Director/General Manager	36▲	52.8%▼	8.3%▼	38.9%▲
Manager	100■	63.0%■	8.0%■	29.0%■
Supervisor	9■	66.7%■	22.2%■	11.1%■
Non-Management	306▼	67.6%▲	9.5%▲	22.9%▼
Subtotal	474▼			
Cherokee Nation Assurance				
Vice President and above	1■	0.0%■	0.0%■	100.0%■
Director/General Manager	1■	0.0%■	0.0%■	100.0%■
Manager	8▲	12.5%▼	0.0%■	87.5%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	103▲	0.0%■	0.0%■	100.0%■
Subtotal	113▲			

II. Organization Level by Company (continued)				
Cherokee Nation Metal Works	Total Employees	Cherokee	Other Tribe	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%■
Subtotal	0■			
Cherokee Nation Construction Services				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	2■	50.0%■	0.0%■	50.0%■
Manager	9▲	11.1%▲	11.1%▲	77.8%▲
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	5▲	20.0%▼	0.0%■	80.0%▲
Subtotal	16▲			
Cherokee Nation Technology				
Vice President and above	1■	0.0%■	0.0%■	100.0%■
Director/General Manager	3■	0.0%■	0.0%■	100.0%■
Manager	19▼	0.0%■	0.0%■	100.0%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	345▼	0.0%■	1.4%■	98.6%■
Subtotal	368▼			
Cherokee Services Group				
Vice President and above	1■	0.0%■	0.0%■	100.0%■
Director/General Manager	0■	0.0%■	0.0%■	0.0%■
Manager	6■	0.0%■	0.0%■	100.0%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	88▲	3.4%▼	0.0%■	96.6%▲
Subtotal	95▲			
Cherokee Nation Security and Defense				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	1■	100.0%■	0.0%■	0.0%■
Manager	5■	0.0%■	0.0%■	100.0%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	13▲	15.4%▼	0.0%■	84.6%▲
Subtotal	19▲			

II. Organization Level by Company (continued)				
Cherokee Nation Industries	Total Employees	Cherokee	Other Tribe	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% ■
Subtotal	0 ■			
CN Aerospace and Defense, LLC				
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	9 ■	88.9% ■	0.0% ■	11.1% ■
Subtotal	9 ■			
CND LLC.				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	2 ■	100.0% ■	0.0% ■	0.0% ■
Manager	5 ▼	80.0 ▲	20.0% ▲	0.0% ▲
Supervisor	6 ▼	66.7% ▼	16.7% ▲	16.7% ▲
Non-Management	170 ▼	87.6% ▼	5.9% ▲	6.5% ▼
Subtotal	183 ▼			
Cherokee Nation Red Wing				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	0.0% ■	0.0% ■	100.0% ■
Manager	13 ▲	15.4% ▼	7.7% ▼	76.9% ▲
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	87 ▲	32.2% ▼	0.0% ■	67.8% ▲
Subtotal	102 ▲			
Cherokee Medical Services				
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	3 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	3 ▼			

II. Organization Level by Company (continued)

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Healthcare Services				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	2■	0.0%■	0.0%■	100.0%■
Manager	4■	25.0%■	0.0%■	75.0%■
Supervisor	1▼	0.0%■	0.0%■	100.0%■
Non-Management	213▼	0.0%■	1.9%■	98.1%■
Subtotal	220▼			
Cherokee Nation Government Solutions				
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	18■	0.0%■	0.0%■	100.0%■
Subtotal	20■			
Cherokee Nation Technology Solutions				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	5■	0.0%■	0.0%■	100.0%■
Manager	35▼	0.0%■	0.0%■	100.0%■
Supervisor	1■	0.0%■	0.0%■	100.0%■
Non-Management	315▼	0.0%■	0.3%■	99.7%■
Subtotal	356▼			
Cherokee CRC LLC				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	0■	0.0%■	0.0%■	0.0%■
Manager	8▲	0.0%■	25.0%▼	75.0%▲
Supervisor	1■	0.0%■	0.0%■	100.0%■
Non-Management	17▲	0.0%■	5.9%▼	94.1%▲
Subtotal	26▲			
Cherokee Nation 3S				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	1■	100.0%■	0.0%■	0.0%■
Manager	3■	33.3%■	0.0%■	66.7%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	36■	2.8%■	2.8%■	94.4%■
Subtotal	40■			

II. Organization Level by Company (continued)				
	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Construction Resources				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	0▼	0.0%■	0.0%■	0.0%▼
Manager	2■	100.0%■	0.0%■	0.0%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	2■	0.0%■	0.0%■	100.0%■
Subtotal	4▼			
CN Mission Solutions				
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	1■	0.0%■	0.0%■	100.0%■
Non-Management	132▲	0.0%■	0.0%■	100.0%■
Subtotal	139▲			
Cherokee Nat Office Solutions				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	1■	100.0%■	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%■
Subtotal	2■			
Cherokee Nation Mechanical				
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	14■	0.0%■	0.0%■	100.0%■
Subtotal	18■			
Cherokee Nation Defense Solutions				
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%■
Subtotal	0■			

II. Organization Level by Company (continued)

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Property Mgt.				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	1■	0.0%■	0.0%■	100.0%■
Manager	9■	77.8%■	11.1%■	11.1%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	1■	100.0%■	0.0%■	0.0%■
Subtotal	11■			
Cherokee Nation Strategic Programs				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	1■	100.0%■	0.0%■	0.0%■
Manager	5■	0.0%■	0.0%■	100.0%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	49▲	0.0%■	0.0%■	100.0%■
Subtotal	55▲			
Cherokee Nation Environmental Solutions				
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	0■	0.0%■	0.0%■	0.0%■
Non-Management	10▲	10.0%▼	0.0%■	90.0%▲
Subtotal	13▲			
Cherokee Nation Telecom				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	2■	50.0%■	0.0%■	50.0%■
Manager	0■	0.0%■	0.0%■	0.0%■
Supervisor	2■	50.0%■	0.0%■	50.0%■
Non-Management	15■	73.3%■	20.0%■	6.7%■
Subtotal	19■			
Cherokee Nation Protective Services				
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%■
Subtotal	0■			

II. Organization Level by Company (continued)				
	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Facilities Management				
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%■
Subtotal	0■			
Cherokee Nation Systems Solutions				
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%■
Subtotal	0■			
Cherokee Nation Medical Logistics				
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%■
Subtotal	0■			
Cherokee Nation Management & Consulting				
Vice President and above	0■	0.0%■	0.0%■	0.0%■
Director/General Manager	3■	0.0%■	0.0%■	100.0%■
Manager	16▲	0.0%■	0.0%■	100.0%■
Supervisor	1■	0.0%■	0.0%■	100.0%■
Non-Management	168▼	0.0%■	0.0%■	100.0%■
Subtotal	188▼			
Cherokee Nation Diagnostic Innovations				
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%■
Subtotal	0■			

III. Additional Cherokee Nation Entertainment Information				
I. Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	1,905▲	32.0%▼	8.2%▲	59.7%▲
Total Positions Hired	167▲	53.3%▼	9.0%▼	37.1%▲
II. Retention				
Employees Terminated	132▼	66.7%▲	9.1%▼	24.2%▲
Attendance	4▼	75.0%▲	25.0%▲	0.0%▼
Failure To Meet Min Employment Req.	12▲	25.0%▼	25.0%▲	50.0%▲
Failure to Return from Leave	4▲	75.0%▲	0.0%▼	25.0%▼
Misconduct	2▲	100.0%▲	0.0%■	0.0%■
No Call-No Show	19▼	73.7%▲	10.5%▲	15.7%▼
No Show Orientation	11▲	54.5%▼	9.0%▲	36.3%▲
Relocation	1■	100.0%■	0.0%■	0.0%■
Resigned without Notice	24▼	58.3%▼	16.6%▲	25.0%▲
Return to School	45▼	75.6%▲	2.2%▼	22.2%▲
Unsatisfactory Performance	1■	100.0%■	0.0%■	0.0%■
Voluntary Separation Program	9▲	77.8%▲	0.0%▼	22.2%▼
IV. Promotions				
	39▼	74.4%▼	0.0%▼	25.6%▲
Job titles of Promoted Cherokees				
EVS Lead Casino Attendant				
Production Cook				
Casino Service Representative				
Surveillance Agent				
Pantry Person				
Drop Count Associate I				
Dual Rate Lead				
Wok Cook				
Security Guard/Armed				
Front Office Shift Supervisor				
Security Supervisor				
Count/Drop Team Supervisor				
F & B Supervisor - Level 3				
F & B Supervisor - Level 1				
Cashiering Supervisor				
Customer Service Administrator				
Cage Supervisor				
Sr. Manager of Card Games				
Revenue Audit Associate II				
Revenue Audit Associate III				
Lead Spa Receptionist				

V. Promotions (continued)

E-Games tech 1				
EVS Casino Attendant				
Fac/Maint. Associate				
Hotel Detective				
Security Guard/Unarmed				
Saucier Cook				
Main Cage Cashier				
Mixologist				
Drop Count Associate II				
Security Manager				
F & B Supervisor - Level 2				

VI. Full List of Termination Reasons

Attendance				
CNGC License Denied				
CNGC License Revoked				
Death				
Elimination of Position				
End Temporary Employment				
Failure To Meet Min Employment Req.				
Failure to Return from Leave				
Gross Misconduct				
Misconduct				
No Call-No Show				
No Show Orientation				
Personal Reasons				
Relocation				
Resignation-Other Position				
Resigned with Notice				
Resigned without Notice				
Return to School				
Short Term Disability Ended				
Transfer to Affiliate				
Unsatisfactory Performance				
Violation of Rules				
Voluntary Separation Program				