

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



**December 1, 2021 as of November 30, 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 November 2021**



# Table of Contents

- Tribal Employment..... **Error! Bookmark not defined.**
  - I. Overall..... **Error! Bookmark not defined.**
  - II. By Company Type and Organization Level..... **Error! Bookmark not defined.**
- Additional Cherokee Nation Entertainment Information..... **Error! Bookmark not defined.**
  - I. Hiring Practices ..... **Error! Bookmark not defined.**
  - II. Retention..... **Error! Bookmark not defined.**
  - III. Promotions..... **Error! Bookmark not defined.**
- Appendix ..... **Error! Bookmark not defined.**
  - I. Organization Level by Company..... **Error! Bookmark not defined.**
  - II. Full List of Termination Reasons ..... 16



# Tribal Employment

## I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
<b>All Cherokee Nation Businesses</b>	<b>6,811</b>	<b>2,512</b>	<b>237</b>	<b>4,062</b>
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Businesses- Preference</b>	<b>3,571</b>	<b>66.5%</b>	<b>6.3%</b>	<b>27.2%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
<b>Cherokee Nation Businesses- Non Preference</b>	<b>283</b>	<b>30.4%</b>	<b>2.5%</b>	<b>67.1%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we can't practice preference)</i>				

## II. By Company Type and Organization Level

<b>Cherokee Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
<b>Cherokee Nation Entertainment</b>	<b>2,916</b>	<b>64.8%</b>	<b>6.5%</b>	<b>28.7%</b>
Catoosa	1,112	46.1%	10.0%	43.9%
Ft. Gibson	100	87.0%	6.0%	7.0%
Grove	105	78.1%	2.9%	19.0%
Jay Laundry	15	100.0%	0.0%	0.0%
Ramona	112	57.1%	8.0%	34.8%
Roland	342	77.5%	4.4%	18.1%
Sallisaw	86	91.9%	1.2%	7.0%
S. Coffeyville	95	58.9%	6.3%	34.7%
Tahlequah	209	83.7%	1.4%	14.8%
West Siloam	466	79.0%	3.4%	17.6%
Blue Ribbons Downs	2	100.0%	0.0%	0.0%
Corporate	272	67.3%	7.4%	25.4%
<b>Cherokee Nation Businesses</b>	<b>388</b>	<b>68.0%</b>	<b>6.4%</b>	<b>25.5%</b>
<b>Cherokee Nation Property Management</b>	<b>28</b>	<b>89.3%</b>	<b>3.6%</b>	<b>7.1%</b>
<b>Cultural and Economic Development</b>	<b>90</b>	<b>84.4%</b>	<b>7.8%</b>	<b>7.8%</b>
<b>Sub-Total:</b>	<b>3,422</b>	<b>63.6%</b>	<b>6.3%</b>	<b>27.4%</b>

**Native American Preference Companies**

<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>64.6%</b>	<b>1.5%</b>	<b>33.8%</b>
<b>CND LLC</b>	<b>108</b>	<b>90.7%</b>	<b>0.0%</b>	<b>9.3%</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>179</b>	<b>79.3%</b>	<b>1.1%</b>	<b>19.6%</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	29	79.3%	0.0%	20.7%
Director/General Manager	80	60.0%	6.3%	33.8%
Manager	313	71.6%	4.2%	24.3%
Supervisor	284	77.8%	5.3%	16.9%
Non-Management	2,895	64.9%	6.6%	28.4%
<b>Sub-Total:</b>	<b>3,601</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.

**Non-Preference Companies\***

<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>323</b>	<b>0.9%</b>	<b>0.3%</b>	<b>98.8%</b>
<b>CN Aerospace and Defense, LLC</b>	<b>42</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Businesses</b>	<b>95</b>	<b>4.2%</b>	<b>2.1%</b>	<b>93.7%</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>63</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Security and Defense</b>	<b>49</b>	<b>4.1%</b>	<b>2.0%</b>	<b>93.9%</b>
<b>Cherokee Nation Assurance</b>	<b>159</b>	<b>0.0%</b>	<b>0.6%</b>	<b>99.4%</b>
<b>Cherokee Nation Construction Services</b>	<b>4</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Healthcare Services</b>	<b>29</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>32</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee CRC LLC</b>	<b>12</b>	<b>16.7%</b>	<b>0.0%</b>	<b>83.3%</b>
<b>Cherokee Nation 3S</b>	<b>304</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>189</b>	<b>0.5%</b>	<b>0.0%</b>	<b>99.5%</b>
<b>Cherokee Nation Mechanical</b>	<b>13</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Strategic Programs</b>	<b>709</b>	<b>0.1%</b>	<b>0.0%</b>	<b>99.9%</b>
<b>Cherokee Nation Environmental Solutions</b>	<b>19</b>	<b>10.5%</b>	<b>0.0%</b>	<b>89.5%</b>
<b>Cherokee Nation Systems Solutions</b>	<b>278</b>	<b>1.1%</b>	<b>0.0%</b>	<b>98.9%</b>
<b>Cherokee Nation Management &amp; Consulting</b>	<b>528</b>	<b>0.4%</b>	<b>0.4%</b>	<b>99.2%</b>
<b>Cherokee Nation Red Wing</b>	<b>66</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>36</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Will Rogers Downs</b>	<b>157</b>	<b>58.0%</b>	<b>3.2%</b>	<b>38.9%</b>
<b>Cherokee Insights, LLC</b>	<b>19</b>	<b>5.3%</b>	<b>0.0%</b>	<b>94.7%</b>
<b>Cherokee Nation Development Group, LLC</b>	<b>1</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Integrated Health, LLC</b>	<b>6</b>	<b>16.7%</b>	<b>0.0%</b>	<b>83.3%</b>
<b>Sub-Total:</b>	<b>3,210</b>	<b>3.6%</b>	<b>0.4%</b>	<b>96.0%</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.**

**Organizational Level - Non-Preference Companies**

<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	9	11.1%	0.0%	88.9%
Director/General Manager	27	14.8%	0.0%	85.2%
Manager	329	5.2%	0.3%	94.5%
Supervisor	44	25.0%	0.0%	75.0%
Non-Management	2,801	3.0%	0.4%	96.6%
<b>Sub-Total:</b>	<b>3,210</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	1,333	43.4%	9.4%	47.3%
# of Distinct Applicants	950	41.5%	10.0%	49.8%
Total Positions Hired	153	44.4%	7.2%	48.4%

<b>II. Retention</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>Employees Terminated</b>	<b>122</b>	<b>46.7%</b>	<b>4.9%</b>	<b>48.4%</b>
Attendance	1	100.0%	0.0%	0.0%
Dissatisfied with Career Advancement	1	0.0%	0.0%	100.0%
Dissatisfied with Department	2	0.0%	0.0%	100.0%
Dissatisfied with Job	8	25.0%	12.5%	62.5%
Dissatisfied with Pay	4	100.0%	0.0%	0.0%
Dissatisfied with Shift	3	0.0%	0.0%	100.0%
Dissatisfied with Time Off	1	0.0%	100.0%	0.0%
Failure To Meet Minimum Employment Requirements/Credentials	1	100.0%	0.0%	0.0%
Failure to Return from Leave	2	50.0%	0.0%	50.0%
Family Reasons	8	50.0%	12.5%	37.5%
No Call-No Show	23	56.5%	0.0%	43.5%
No Show Orientation	7	42.9%	0.0%	57.1%
Personal Reasons	48	45.8%	4.2%	50.0%
Reason Not Given	2	0.0%	50.0%	50.0%
Relocation	4	75.0%	0.0%	25.0%
Retirement	2	50.0%	0.0%	50.0%
Return to School	2	50.0%	0.0%	50.0%
Violation of Rules	3	33.3%	0.0%	66.7%

<b>III. Promotions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
	<b>28</b>	<b>75.0%</b>	<b>7.1%</b>	<b>17.9%</b>
Cage-Player Services Supervisor	4	75.0%	0.0%	25.0%
Drop Count Associate I	1	100.0%	0.0%	0.0%
Drop Count Lead	1	100.0%	0.0%	0.0%
F & B Supervisor - Level 1	2	100.0%	0.0%	0.0%
F & B Supervisor - Level 2	1	100.0%	0.0%	0.0%
Front Office Shift Supervisor	1	0.0%	100.0%	0.0%
Housekeeper	1	100.0%	0.0%	0.0%
HR Generalist - Lg.	1	100.0%	0.0%	0.0%
Hwy 66 Diner Chef	1	0.0%	0.0%	100.0%
Lead Player Services Cashier	2	100.0%	0.0%	0.0%
Lead Players Services Assoc.	1	100.0%	0.0%	0.0%
Loyalty Marketing Supervisor	1	100.0%	0.0%	0.0%
Manager Loyalty Marketing	2	50.0%	0.0%	50.0%
Marketing Supervisor	1	100.0%	0.0%	0.0%
Materials Associate III	1	0.0%	0.0%	100.0%
Mixologist	3	66.7%	33.3%	0.0%
Production Cook	1	100.0%	0.0%	0.0%
Retail Cashier	1	100.0%	0.0%	0.0%
Security Guard/Unarmed	1	100.0%	0.0%	0.0%
Surveillance Agent	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	36	72.2%	2.8%	25.0%
Manager	209	73.2%	3.8%	23.0%
Supervisor	279	75.6%	5.4%	19.0%
Non-Management	2,540	62.4%	6.7%	30.9%
<b>Sub-Total:</b>	<b>3,073</b>			

<b>Cherokee Nation Businesses</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	28	60.7%	0.0%	39.3%
Director/General Manager	44	43.2%	9.1%	47.7%
Manager	89	57.3%	4.5%	38.2%
Supervisor	8	75.0%	0.0%	25.0%
Non-Management	314	55.7%	6.1%	38.2%
<b>Sub-Total:</b>	<b>483</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	145	0.0%	0.7%	99.3%
<b>Sub-Total:</b>	<b>159</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	0	0.0%	0.0%	0.0%
Non-Management	2	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>4</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	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	61	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>63</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	5.1%	2.6%	92.3%
<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	11	18.2%	9.1%	72.7%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	94	41.5%	0.0%	58.5%
<b>Sub-Total:</b>	<b>107</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	96	91.7%	0.0%	8.3%
<b>Sub-Total:</b>	<b>109</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	54	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>67</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	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	27	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>29</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	6	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	26	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>32</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	3	0.0%	0.0%	100.0%
Supervisor	4	0.0%	0.0%	100.0%
Non-Management	4	50.0%	0.0%	50.0%
<b>Sub-Total:</b>	<b>12</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	28	3.6%	0.0%	96.4%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	269	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>304</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	17	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	170	0.6%	0.0%	99.4%
<b>Sub-Total:</b>	<b>189</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	14	7.1%	0.0%	92.9%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	306	0.0%	0.3%	99.7%
<b>Sub-Total:</b>	<b>323</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	2	0.0%	0.0%	100.0%
Manager	5	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>13</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	1	0.0%	0.0%	100.0%
Manager	53	1.9%	0.0%	98.1%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	655	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>709</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	1	100.0%	0.0%	0.0%
Manager	6	16.7%	0.0%	83.3%
Supervisor	7	0.0%	0.0%	100.0%
Non-Management	5	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>19</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	5.9%	0.0%	94.1%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	261	0.8%	0.0%	99.2%
<b>Sub-Total:</b>	<b>278</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	5	0.0%	0.0%	100.0%
Manager	95	1.1%	0.0%	98.9%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	422	0.2%	0.5%	99.3%
<b>Sub-Total:</b>	<b>528</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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	8	12.5%	0.0%	87.5%
<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	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	30	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>36</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	18	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>19</b>			

<b>Cherokee Nation Development Group, 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	0	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	1	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>1</b>			

<b>Cherokee Nation Integrated Health, 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	50.0%	0.0%	50.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	4	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>6</b>			

<b>Cultural and Economic Development</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	5	80.0%	0.0%	20.0%
Manager	20	85.0%	5.0%	10.0%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	62	83.9%	9.7%	6.5%
<b>Sub-Total:</b>	<b>90</b>			



<b>II. Full List of Termination Reasons</b>	
<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