

**CHEROKEE NATION BUSINESSES**  
**FULL TRIBAL COUNCIL REPORT**



**March 1, 2019 as of February 28, 2019**  
**Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration**  
**Standard Report to the Tribal Council for the month of February 2019**

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## Tribal Employment

### I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
<b>All Cherokee Nation Businesses</b>	<b>7,354</b>	<b>3,375</b>	<b>312</b>	<b>3,667</b>
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Businesses-Preference</b>	<b>4,496</b>	<b>70.6%</b>	<b>6.5%</b>	<b>22.9%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
<b>Cherokee Nation Businesses-Non Preference</b>	<b>337</b>	<b>33.8%</b>	<b>1.8%</b>	<b>64.4%</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>3,886</b>	<b>69.4%</b>	<b>6.4%</b>	<b>24.2%</b>
Catoosa	1,595	47.9%	10.3%	41.8%
Ft. Gibson	124	95.2%	4.0%	0.8%
Grove	150	82.0%	3.3%	14.7%
Jay Laundry	25	96.0%	0.0%	4.0%
Ramona	151	64.2%	5.3%	30.5%
Roland	465	91.2%	2.4%	6.5%
Sallisaw	118	90.7%	2.5%	6.8%
S. Coffeyville	118	61.9%	5.9%	32.2%
Tahlequah	167	92.2%	1.8%	6.0%
West Siloam	738	88.1%	2.7%	9.2%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	232	69.0%	8.6%	22.4%
<b>Cherokee Nation Businesses</b>	<b>456</b>	<b>71.5%</b>	<b>7.0%</b>	<b>21.5%</b>
<b>Cherokee Nation Property Management</b>	<b>19</b>	<b>78.9%</b>	<b>15.8%</b>	<b>5.3%</b>
<b>Sub-Total:</b>	<b>4,361</b>	<b>69.7%</b>	<b>6.5%</b>	<b>23.9%</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>36</b>	<b>77.8%</b>	<b>8.3%</b>	<b>13.9%</b>
<b>CND LLC</b>	<b>165</b>	<b>90.3%</b>	<b>4.8%</b>	<b>4.8%</b>
<b>Cherokee Nation Telecommunications</b>	<b>14</b>	<b>71.4%</b>	<b>14.3%</b>	<b>14.3%</b>
<b>Cherokee Nation Red Wing</b>	<b>19</b>	<b>57.9%</b>	<b>0.0%</b>	<b>42.1%</b>
<b>Sub-Total:</b>	<b>234</b>	<b>84.6%</b>	<b>5.6%</b>	<b>9.8%</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	24	75.0%	0.0%	25.0%
Director/General Manager	67	59.7%	9.0%	31.3%
Manager	323	72.1%	4.0%	23.8%
Supervisor	204	77.0%	6.9%	16.2%
Non-Management	3,977	70.1%	6.6%	23.3%
<b>Sub-Total:</b>	<b>4,595</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>24</b>	<b>12.5%</b>	<b>0.0%</b>	<b>87.5%</b>
<b>Cherokee Nation Businesses</b>	<b>47</b>	<b>2.1%</b>	<b>0.0%</b>	<b>97.9%</b>
<b>Cherokee Nation Technology</b>	<b>515</b>	<b>0.0%</b>	<b>0.6%</b>	<b>99.4%</b>
<b>Cherokee Services Group</b>	<b>61</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Security and Defense</b>	<b>57</b>	<b>7.0%</b>	<b>1.8%</b>	<b>91.2%</b>
<b>Cherokee Nation Assurance</b>	<b>257</b>	<b>0.0%</b>	<b>0.4%</b>	<b>99.6%</b>
<b>Cherokee Nation Construction Services</b>	<b>11</b>	<b>9.1%</b>	<b>0.0%</b>	<b>90.9%</b>
<b>Cherokee Nation Healthcare Services</b>	<b>141</b>	<b>0.7%</b>	<b>1.4%</b>	<b>97.9%</b>
<b>Cherokee Nation Government Solutions</b>	<b>12</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Technology Solutions</b>	<b>201</b>	<b>0.0%</b>	<b>0.5%</b>	<b>99.5%</b>
<b>Cherokee CRC LLC</b>	<b>27</b>	<b>7.4%</b>	<b>3.7%</b>	<b>88.9%</b>
<b>Cherokee Nation 3S</b>	<b>202</b>	<b>1.0%</b>	<b>0.0%</b>	<b>99.0%</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>374</b>	<b>0.5%</b>	<b>0.3%</b>	<b>99.2%</b>
<b>Cherokee Nation Mechanical</b>	<b>22</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Strategic Programs</b>	<b>159</b>	<b>0.6%</b>	<b>0.0%</b>	<b>99.4%</b>
<b>Cherokee Nation Environmental Solutions</b>	<b>20</b>	<b>10.0%</b>	<b>5.0%</b>	<b>85.0%</b>
<b>Cherokee Nation Systems Solutions</b>	<b>63</b>	<b>4.8%</b>	<b>0.0%</b>	<b>95.2%</b>
<b>Cherokee Nation Management &amp; Consulting</b>	<b>246</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Red Wing</b>	<b>130</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Will Rogers Downs</b>	<b>190</b>	<b>61.6%</b>	<b>3.2%</b>	<b>35.3%</b>
<b>Sub-Total:</b>	<b>2,759</b>	<b>5.0%</b>	<b>0.6%</b>	<b>94.3%</b>
<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>				

Organizational Level - Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
<b>All Cherokee Nation Businesses</b>				
Vice President and above	5	0.0%	0.0%	100.0%
Director/General Manager	38	18.4%	0.0%	81.6%
Manager	226	5.3%	0.4%	94.2%
Supervisor	30	13.3%	6.7%	80.0%
Non-Management	2,460	4.7%	0.6%	94.7%
<b>Sub-Total:</b>	<b>2,759</b>			

## Additional Cherokee Nation Entertainment Information

<b>I. Hiring Practices</b>	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	5,101	39.2%	6.0%	54.8%
Total Positions Hired	211	45.5%	6.6%	47.9%

<b>II. Retention</b>	Total	Cherokee	Other Tribal	Non-Native
<b>Employees Terminated</b>	<b>173</b>	<b>57.8%</b>	<b>8.1%</b>	<b>34.1%</b>
Attendance	3	100.0%	0.0%	0.0%
Failure To Meet Min Emplmt Req	18	44.4%	0.0%	55.6%
Failure to Return from Leave	5	60.0%	0.0%	40.0%
No Call-No Show	36	47.2%	13.9%	38.9%
No Show Orientation	7	42.9%	0.0%	57.1%
Resigned with Notice	29	69.0%	3.4%	27.6%
Resigned without Notice	59	62.7%	5.1%	32.2%
Violation of Rules	7	71.4%	28.6%	0.0%
Transfer to Affiliate	3	66.7%	33.3%	0.0%
Unsatisfactory Performance	1	100.0%	0.0%	0.0%
Misconduct	1	0.0%	100.0%	0.0%
Resignation-Other Position	3	0.0%	33.3%	66.7%
Personal Reasons	1	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>49</b>	<b>75.5%</b>	<b>6.1%</b>	<b>18.4%</b>
<b>Job Titles of Promoted Cherokees</b>				
Production Cook				
Security Guard/Armed				
Security Guard/Unarmed				
EVS Casino Attendant				
Sr. Dealer				
Materials Associate II				
Mixologist				
Fac/Maint. Associate				
Casino Service Representative				
Security Supervisor				
Housekeeping-Porter				
Revenue Audit Associate III				
Lead Main Cage Cashier				
Lead Saucier				
Materials Associate				
Baker 1				
Cashiering Supervisor				
Culinary - Utility I				
EGames Technician Supervisor				
Card Games Shift Mgr. - Large				

## 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	6	83.3%	0.0%	16.7%
Director/General Manager	32	68.8%	9.4%	21.9%
Manager	224	75.0%	1.8%	23.2%
Supervisor	196	74.5%	5.6%	19.9%
Non-Management	3,618	68.4%	6.5%	25.2%
<b>Sub-Total:</b>	<b>4,076</b>			

<b>Cherokee Nation Businesses</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	23	56.5%	0.0%	43.5%
Director/General Manager	39	46.2%	5.1%	48.7%
Manager	106	63.2%	5.7%	31.1%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	326	68.4%	6.7%	24.8%
<b>Sub-Total:</b>	<b>503</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	2	0.0%	0.0%	100.0%
Manager	20	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	235	0.0%	0.4%	99.6%
<b>Sub-Total:</b>	<b>257</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	3	33.3%	0.0%	66.7%
Manager	4	0.0%	0.0%	100.0%
Supervisor	1	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 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	4	0.0%	0.0%	100.0%
Manager	25	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	486	0.0%	0.6%	99.4%
<b>Sub-Total:</b>	<b>515</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	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	56	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>61</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	2	50.0%	0.0%	50.0%
Manager	11	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	44	6.8%	2.3%	90.9%
<b>Sub-Total:</b>	<b>57</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	2	0.0%	50.0%	50.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	33	84.8%	6.1%	9.1%
<b>Sub-Total:</b>	<b>36</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%	100.0%	0.0%
Manager	2	50.0%	0.0%	50.0%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	156	91.7%	3.8%	4.5%
<b>Sub-Total:</b>	<b>165</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	20	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	128	8.6%	0.0%	91.4%
<b>Sub-Total:</b>	<b>149</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	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	132	0.0%	1.5%	98.5%
<b>Sub-Total:</b>	<b>141</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	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	11	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>12</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	2	0.0%	0.0%	100.0%
Manager	31	0.0%	3.2%	96.8%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	167	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>201</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	7	0.0%	0.0%	100.0%
Supervisor	3	0.0%	33.3%	66.7%
Non-Management	16	12.5%	0.0%	87.5%
<b>Sub-Total:</b>	<b>27</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	2	0.0%	0.0%	100.0%
Manager	14	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	181	1.1%	0.0%	98.9%
<b>Sub-Total:</b>	<b>202</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	1	0.0%	0.0%	100.0%
Manager	13	7.7%	0.0%	92.3%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	359	0.3%	0.3%	99.4%
<b>Sub-Total:</b>	<b>374</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	2	0.0%	0.0%	100.0%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	18	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>24</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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	18	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>22</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	10	70.0%	20.0%	10.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	8	87.5%	12.5%	0.0%
<b>Sub-Total:</b>	<b>19</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	50.0%	0.0%	50.0%
Manager	13	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	144	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>159</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	3	0.0%	0.0%	100.0%
Supervisor	4	0.0%	25.0%	75.0%
Non-Management	12	8.3%	0.0%	91.7%
<b>Sub-Total:</b>	<b>20</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	2	50.0%	0.0%	50.0%
Manager	0	0.0%	0.0%	0.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	11	72.7%	18.2%	9.1%
<b>Sub-Total:</b>	<b>14</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	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	55	3.6%	0.0%	96.4%
<b>Sub-Total:</b>	<b>63</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	2	0.0%	0.0%	100.0%
Manager	20	0.0%	0.0%	100.0%
Supervisor	4	0.0%	0.0%	100.0%
Non-Management	220	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>246</b>			

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