

CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT



CHEROKEE NATION™
Businesses

October 1, 2018 as of September 30, 2018

Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Tribal Council for the month of September 2018

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,041	3,390	324	3,327
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,437	71.9%	6.9%	21.3%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	324	35.2%	2.2%	62.7%
<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	3,817	70.8%	6.8%	22.3%
Catoosa	1,537	50.4%	11.5%	38.2%
Ft. Gibson	124	93.5%	5.6%	0.8%
Grove	149	84.6%	2.7%	12.8%
Jay Laundry	24	95.8%	0.0%	4.2%
Ramona	141	63.1%	5.7%	31.2%
Roland	468	90.8%	2.8%	6.4%
Sallisaw	119	89.9%	3.4%	6.7%
S. Coffeyville	119	63.9%	5.0%	31.1%
Tahlequah	169	91.1%	1.8%	7.1%
West Siloam	739	88.4%	2.8%	8.8%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	225	70.2%	8.4%	21.3%
Cherokee Nation Businesses	453	72.0%	6.4%	21.6%
Cherokee Nation Property Management	19	73.7%	21.1%	5.3%
Sub-Total:	4,289	71.0%	6.9%	22.2%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	35	62.9%	5.7%	31.4%
CND LLC	181	90.1%	5.5%	4.4%
Cherokee Nat Office Solutions	5	60.0%	0.0%	40.0%
Cherokee Nation Telecommunications	14	71.4%	14.3%	14.3%
Cherokee Nation Red Wing	12	75.0%	0.0%	25.0%
Sub-Total:	247	83.8%	5.7%	10.5%
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	25	76.0%	0.0%	24.0%
Director/General Manager	65	61.5%	7.7%	30.8%
Manager	321	71.0%	4.4%	24.6%
Supervisor	202	76.7%	6.9%	16.3%
Non-Management	3,923	71.6%	7.0%	21.4%
Sub-Total:	4,536			

*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 Businesses	36	2.8%	0.0%	97.2%
Cherokee Nation Technology	501	0.0%	0.6%	99.4%
Cherokee Services Group	62	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	46	8.7%	2.2%	89.1%
Cherokee Nation Assurance	231	0.4%	0.0%	99.6%
Cherokee Nation Construction Services	15	20.0%	0.0%	80.0%
Cherokee Nation Healthcare Services	139	0.7%	1.4%	97.8%
Cherokee Nation Government Solutions	12	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	219	0.0%	0.0%	100.0%
Cherokee CRC LLC	28	3.6%	7.1%	89.3%
Cherokee Nation 35	184	1.1%	0.0%	98.9%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	247	0.4%	0.4%	99.2%
Cherokee Nation Mechanical	22	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	140	0.7%	0.0%	99.3%
Cherokee Nation Environmental Solutions	11	18.2%	9.1%	72.7%
Cherokee Nation Systems Solutions	52	5.8%	0.0%	94.2%
Cherokee Nation Management & Consulting	240	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	128	0.0%	0.0%	100.0%
Will Rogers Downs	192	62.0%	3.1%	34.9%
Sub-Total:	2,505	5.5%	0.6%	93.8%
<p>**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.</p>				
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	32	18.8%	0.0%	81.3%
Manager	216	6.9%	0.5%	92.6%
Supervisor	20	10.0%	5.0%	85.0%
Non-Management	2,232	5.2%	0.6%	94.2%
Sub-Total:	2,505			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	3,789	39.5%	7.4%	53.1%
Total Positions Hired	147	46.9%	10.9%	42.2%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	160	68.1%	5.6%	26.3%
Attendance	6	83.3%	0.0%	16.7%
Failure To Meet Min Emplmt Req	3	0.0%	66.7%	33.3%
Failure to Return from Leave	5	80.0%	20.0%	0.0%
No Call-No Show	17	64.7%	23.5%	11.8%
No Show Orientation	9	33.3%	0.0%	66.7%
Resigned with Notice	45	64.4%	2.2%	33.3%
Resigned without Notice	64	76.6%	1.6%	21.9%
Violation of Rules	5	40.0%	0.0%	60.0%
Transfer to Affiliate	3	100.0%	0.0%	0.0%
Misconduct	2	100.0%	0.0%	0.0%
Death	1	100.0%	0.0%	0.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	48	68.8%	12.5%	18.8%
Job Titles of Promoted Cherokees				
Security Guard/Armed				
Casino Service Representative				
F & B Supervisor - Level 2				
Lead Security Guard				
Drop Count Lead				
Revenue Audit Associate II				
Drop Count Associate II				
Sr. Table Games Dual Rate				
Table Games Floor Lead				
EVS Lead Casino Attendant				
Sr. Dealer				
Quality Assurance Analyst II				
IT Audio Visual Analyst II				
Financial Analyst I				
Accounting Supervisor II				
Sr. Fleet Administrator				
Baker 1				
Banquet Set-up				
Senior Security Officer				
Mgr Strategic Mrkting Analysis				
Casino Shift Manager				
Marketing Manager (med)				

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%	9.7%	19.4%
Manager	219	74.4%	1.8%	23.7%
Supervisor	191	74.3%	5.2%	20.4%
Non-Management	3,562	69.9%	7.0%	23.0%
Sub-Total:	4,009			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	23	56.5%	0.0%	43.5%
Director/General Manager	36	50.0%	5.6%	44.4%
Manager	105	62.9%	6.7%	30.5%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	316	70.9%	5.7%	23.4%
Sub-Total:	489			

Cherokee Nation Assurance	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	18	5.6%	0.0%	94.4%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	211	0.0%	0.0%	100.0%
Sub-Total:	231			

Cherokee Nation Construction Services	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	8	25.0%	0.0%	75.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	4	0.0%	0.0%	100.0%
Sub-Total:	15			

Cherokee Nation Technology	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	29	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	468	0.0%	0.6%	99.4%
Sub-Total:	501			

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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	57	0.0%	0.0%	100.0%
Sub-Total:	62			

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	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	34	8.8%	2.9%	88.2%
Sub-Total:	46			

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	3	0.0%	33.3%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	32	68.8%	3.1%	28.1%
Sub-Total:	35			

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	4	50.0%	25.0%	25.0%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	171	91.2%	4.7%	4.1%
Sub-Total:	181			

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	0.0%	0.0%	100.0%
Manager	20	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	119	7.6%	0.0%	92.4%
Sub-Total:	140			

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	4	25.0%	0.0%	75.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	133	0.0%	1.5%	98.5%
Sub-Total:	139			

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	11	0.0%	0.0%	100.0%
Sub-Total:	12			

Cherokee Nation Technology 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	30	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	186	0.0%	0.0%	100.0%
Sub-Total:	219			

Cherokee CRC, 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	7	0.0%	0.0%	100.0%
Supervisor	3	0.0%	33.3%	66.7%
Non-Management	18	5.6%	5.6%	88.9%
Sub-Total:	28			

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	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	163	1.2%	0.0%	98.8%
Sub-Total:	184			

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	1	0.0%	0.0%	100.0%
Manager	13	7.7%	0.0%	92.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	233	0.0%	0.4%	99.6%
Sub-Total:	247			

Cherokee Nation Operational Solutions, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	1	0.0%	0.0%	100.0%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	0	0.0%	0.0%	0.0%
Sub-Total:	5			

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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	18	0.0%	0.0%	100.0%
Sub-Total:	22			

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	50.0%	50.0%	0.0%
Non-Management	8	75.0%	25.0%	0.0%
Sub-Total:	19			

Cherokee Nation Strategic Programs	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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	130	0.0%	0.0%	100.0%
Sub-Total:	140			

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	4	0.0%	25.0%	75.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	6	16.7%	0.0%	83.3%
Sub-Total:	11			

Cherokee Nation Telecommunications	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	0	0.0%	0.0%	0.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	11	72.7%	18.2%	9.1%
Sub-Total:	14			

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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	47	4.3%	0.0%	95.7%
Sub-Total:	52			

Cherokee Nation Management & Consulting	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	19	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	217	0.0%	0.0%	100.0%
Sub-Total:	240			

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