

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

**June 1, 2018 as of May 31, 2018
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration**

Standard Report to the Tribal Council for the month of May 2018

Table of Contents

Tribal Employment1
 I. Overall1
 II. By Company Type and Organization Level1

Additional Cherokee Nation Entertainment Information3
 I. Hiring Practices3
 II. Retention3
 III. Promotions3

Appendix4
 I. Organization Level by Company4
 II. Full List of Termination Reasons9

Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	6,925	3,490	329	3,106
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,482	73.3%	6.8%	19.9%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	308	37.7%	2.3%	60.1%
<i>(Excluding Temporary and Contract Employees, including companies where we can't practice preference)</i>				

II. By Company

Cherokee Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Entertainment	3,875	72.2%	6.8%	21.0%
Catoosa	1,564	52.7%	11.1%	36.2%
Ft. Gibson	138	94.2%	4.3%	1.4%
Grove	149	85.9%	4.0%	10.1%
Jay Laundry	21	90.5%	4.8%	4.8%
Ramona	144	65.3%	5.6%	29.2%
Roland	484	90.3%	2.9%	6.8%
Sallisaw	118	90.7%	2.5%	6.8%
S. Coffeyville	120	66.7%	9.2%	24.2%
Tahlequah	172	91.3%	2.3%	6.4%
West Siloam	741	88.9%	2.4%	8.6%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	221	72.4%	9.0%	18.6%
Cherokee Nation Businesses	449	72.4%	6.7%	20.9%
Cherokee Nation Property Management	10	70.0%	20.0%	10.0%
Sub-Total:	4,334	72.2%	6.9%	20.9%
Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	18	55.6%	5.6%	38.9%
CND LLC	201	91.0%	5.0%	4.0%
Cherokee Nat Office Solutions	4	75.0%	0.0%	25.0%
Cherokee Nation Telecommunications	17	70.6%	17.6%	11.8%
Cherokee Nation Red Wing	17	76.5%	0.0%	23.5%
Sub-Total:	257	86.0%	5.4%	8.6%

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	29	79.3%	3.4%	17.2%
Director/General Manager	61	60.7%	6.6%	32.8%
Manager	321	71.3%	5.0%	23.7%
Supervisor	200	75.5%	7.0%	17.5%
Non-Management	3,980	73.1%	6.9%	19.9%
Sub-Total:	4,591			

*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.

Company Type – Non-Preference

Non-Preference Companies**				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Businesses	37	2.7%	0.0%	97.3%
Cherokee Nation Technology	450	0.0%	0.9%	99.1%
Cherokee Services Group	71	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	34	11.8%	2.9%	85.3%
Cherokee Nation Assurance	223	0.4%	0.0%	99.6%
Cherokee Nation Construction Services	17	23.5%	5.9%	70.6%
Cherokee Nation Healthcare Services	164	0.6%	1.2%	98.2%
Cherokee Nation Government Solutions	15	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	245	0.0%	0.0%	100.0%
Cherokee CRC LLC	29	3.4%	6.9%	89.7%
Cherokee Nation 3S	133	1.5%	0.8%	97.7%
Cherokee Nation Construction Resources	2	100.0%	0.0%	0.0%
CN Mission Solutions	223	0.4%	0.0%	99.6%
Cherokee Nation Mechanical	17	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	120	0.8%	0.0%	99.2%
Cherokee Nation Environmental Solutions	11	18.2%	0.0%	81.8%
Cherokee Nation Systems Solutions	39	7.7%	0.0%	92.3%
Cherokee Nation Management & Consulting	244	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	76	0.0%	0.0%	100.0%
Will Rogers Downs	184	63.0%	3.8%	33.2%
Sub-Total:	2,334	6.0%	0.8%	93.3%
**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	29	20.7%	0.0%	79.3%
Manager	201	8.5%	0.5%	91.0%
Supervisor	18	11.1%	5.6%	83.3%
Non-Management	2,081	5.5%	0.8%	93.8%
Sub-Total:	2,334			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	4,670	43.1%	8.3%	48.6%
Total Positions Hired	143	67.1%	4.9%	28.0%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	137	65.0%	8.0%	27.0%
Attendance	1	100.0%	0.0%	0.0%
End Temporary Employment	0	0.0%	0.0%	0.0%
Failure To Meet Min Emplmt Req	3	0.0%	0.0%	100.0%
Failure to Return from Leave	5	60.0%	0.0%	40.0%
No Call-No Show	14	50.0%	7.1%	42.9%
No Show Orientation	10	70.0%	10.0%	20.0%
Personal Reasons	1	100.0%	0.0%	0.0%
Resignation-Other Position	1	100.0%	0.0%	0.0%
Resigned with Notice	25	68.0%	4.0%	28.0%
Resigned without Notice	70	65.7%	10.0%	24.3%
Transfer to Affiliate	0	0.0%	0.0%	0.0%
Violation of Rules	4	100.0%	0.0%	0.0%
Voluntary Separation Program	0	0.0%	0.0%	0.0%
Death	1	0.0%	100.0%	0.0%
Misconduct	1	100.0%	0.0%	0.0%
Gross Misconduct	1	100.0%	0.0%	0.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	36	72.2%	8.3%	19.4%
Job Titles of Promoted Cherokees				
Mixologist				
Production Cook				
Security Guard/Armed				
Security Guard/Unarmed				
Casino Service Representative				
EVS Lead Casino Attendant				

Food and Beverage Associate				
Baker 1				
Drop Count Associate II				
Wok Cook				
Front Office Lead				
Pool Attendant				
Lead Spa Receptionist				
Cage shift Manager				
Lead Security Guard				
Drop Count Lead				
Lead Players Club Rep				
Pantry Person				
Hotel Manager- Medium				
F & B Supervisor - Level 1				
Room Inspector				
Fac/Maint. Associate				
Security Manager				
EVS Lead Casino Attendant- WRD				

Appendix

I. Organization Level by Company

Cherokee Nation Entertainment	Total	Cherokee	Other Tribal	Non Native
Vice President and above	11	81.8%	9.1%	9.1%
Director/General Manager	29	65.5%	6.9%	27.6%
Manager	222	75.2%	2.7%	22.1%
Supervisor	190	72.6%	5.3%	22.1%
Non-Management	3,607	71.6%	7.0%	21.4%
Sub-Total:	4,059			

Includes Will Rogers Downs

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	22	59.1%	0.0%	40.9%
Director/General Manager	35	51.4%	5.7%	42.9%
Manager	101	61.4%	7.9%	30.7%
Supervisor	9	77.8%	22.2%	0.0%
Non-Management	319	70.8%	5.6%	23.5%
Sub-Total:	486			

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	16	6.3%	0.0%	93.8%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	205	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	2	50.0%	0.0%	50.0%
Manager	10	20.0%	10.0%	70.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	4	25.0%	0.0%	75.0%
Sub-Total:	17			

Cherokee Nation Technology	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	27	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	420	0.0%	1.0%	99.0%
Sub-Total:	450			

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	66	0.0%	0.0%	100.0%
Sub-Total:	71			

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	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	26	11.5%	3.8%	84.6%
Sub-Total:	34			

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	33.3%	33.3%	33.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	15	60.0%	0.0%	40.0%
Sub-Total:	18			

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	3	66.7%	0.0%	33.3%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	192	91.7%	4.7%	3.6%
Sub-Total:	201			

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	14	7.1%	0.0%	92.9%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	78	15.4%	0.0%	84.6%
Sub-Total:	93			

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	5	20.0%	0.0%	80.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	157	0.0%	1.3%	98.7%
Sub-Total:	164			

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	14	0.0%	0.0%	100.0%
Sub-Total:	15			

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	31	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	211	0.0%	0.0%	100.0%
Sub-Total:	245			

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	6	0.0%	0.0%	100.0%
Supervisor	4	0.0%	25.0%	75.0%
Non-Management	19	5.3%	5.3%	89.5%
Sub-Total:	29			

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	0	0.0%	0.0%	0.0%
Non-Management	117	0.9%	0.9%	98.3%
Sub-Total:	133			

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	1	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Sub-Total:	2			

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	12	8.3%	0.0%	91.7%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	209	0.0%	0.0%	100.0%
Sub-Total:	223			

Cherokee Nat Office Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
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:	4			

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	13	0.0%	0.0%	100.0%
Sub-Total:	17			

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	8	75.0%	12.5%	12.5%
Supervisor	1	0.0%	100.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Sub-Total:	10			

Cherokee Nation Strategic Programs	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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	111	0.0%	0.0%	100.0%
Sub-Total:	120			

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%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	5	20.0%	0.0%	80.0%
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	14	71.4%	21.4%	7.1%
Sub-Total:	17			

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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	35	5.7%	0.0%	94.3%
Sub-Total:	39			

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	18	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	222	0.0%	0.0%	100.0%
Sub-Total:	244			

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