

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



**August 1, 2019 as of July 31, 2019**  
**Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration**  
**Standard Report to the Council of the Cherokee Nation for the month of July 2019**

○ Table of Contents

Tribal Employment..... 2

- I. Overall..... 2
- II. By Company Type and Organization Level..... 2

Additional Cherokee Nation Entertainment Information..... 5

- I. Hiring Practices ..... 5
- II. Retention..... 5
- III. Promotions..... 6

Appendix ..... 6

- I. Organization Level by Company..... 6
- II. Full List of Termination Reasons ..... 13



## Tribal Employment

### I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
<b>All Cherokee Nation Businesses</b>	<b>7,560</b>	<b>3,400</b>	<b>302</b>	<b>3,858</b>
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Businesses- Preference</b>	<b>4,570</b>	<b>69.7%</b>	<b>6.2%</b>	<b>24.1%</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>33.5%</b>	<b>0.9%</b>	<b>65.6%</b>
<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
<b>Cherokee Nation Entertainment</b>	<b>3,954</b>	<b>68.4%</b>	<b>6.2%</b>	<b>25.4%</b>
Catoosa	1,627	46.4%	9.5%	44.1%
Ft. Gibson	114	93.9%	5.3%	0.9%
Grove	148	82.4%	2.0%	15.5%
Jay Laundry	20	95.0%	0.0%	5.0%
Ramona	140	63.6%	6.4%	30.0%
Roland	454	90.3%	2.6%	7.0%
Sallisaw	121	90.9%	2.5%	6.6%
S. Coffeyville	116	62.1%	6.0%	31.9%
Tahlequah	248	89.1%	3.6%	7.3%
West Siloam	737	87.0%	3.0%	10.0%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	226	69.5%	8.4%	22.1%
<b>Cherokee Nation Businesses</b>	<b>488</b>	<b>71.9%</b>	<b>6.1%</b>	<b>21.9%</b>
<b>Cherokee Nation Property Management</b>	<b>25</b>	<b>84.0%</b>	<b>12.0%</b>	<b>4.0%</b>
<b>Sub-Total:</b>	<b>4,467</b>	<b>68.9%</b>	<b>6.2%</b>	<b>24.9%</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>34</b>	<b>73.5%</b>	<b>2.9%</b>	<b>23.5%</b>
<b>CND LLC</b>	<b>163</b>	<b>89.6%</b>	<b>5.5%</b>	<b>4.9%</b>
<b>Cherokee Nation Telecommunications</b>	<b>11</b>	<b>63.6%</b>	<b>18.2%</b>	<b>18.2%</b>
<b>Cherokee Nation Red Wing</b>	<b>15</b>	<b>53.3%</b>	<b>0.0%</b>	<b>46.7%</b>
<b>Sub-Total:</b>	<b>223</b>	<b>83.4%</b>	<b>5.4%</b>	<b>11.2%</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	66	59.1%	6.1%	34.8%
Manager	330	72.1%	3.6%	24.2%
Supervisor	210	75.7%	7.6%	16.7%
Non-Management	4,060	69.2%	6.3%	24.5%
<b>Sub-Total:</b>	<b>4,690</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>41</b>	<b>7.3%</b>	<b>0.0%</b>	<b>92.7%</b>
<b>Cherokee Nation Businesses</b>	<b>55</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Technology</b>	<b>239</b>	<b>0.0%</b>	<b>0.8%</b>	<b>99.2%</b>
<b>Cherokee Services Group</b>	<b>60</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Security and Defense</b>	<b>60</b>	<b>6.7%</b>	<b>1.7%</b>	<b>91.7%</b>
<b>Cherokee Nation Assurance</b>	<b>222</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Construction Services</b>	<b>10</b>	<b>10.0%</b>	<b>0.0%</b>	<b>90.0%</b>
<b>Cherokee Nation Healthcare Services</b>	<b>168</b>	<b>0.6%</b>	<b>1.2%</b>	<b>98.2%</b>
<b>Cherokee Nation Government Solutions</b>	<b>10</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Technology Solutions</b>	<b>144</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee CRC LLC</b>	<b>20</b>	<b>0.0%</b>	<b>5.0%</b>	<b>95.0%</b>
<b>Cherokee Nation 3S</b>	<b>238</b>	<b>1.3%</b>	<b>0.0%</b>	<b>98.7%</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>433</b>	<b>0.2%</b>	<b>0.2%</b>	<b>99.5%</b>
<b>Cherokee Nation Mechanical</b>	<b>21</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Strategic Programs</b>	<b>538</b>	<b>0.4%</b>	<b>0.4%</b>	<b>99.3%</b>
<b>Cherokee Nation Environmental Solutions</b>	<b>23</b>	<b>13.0%</b>	<b>4.3%</b>	<b>82.6%</b>
<b>Cherokee Nation Systems Solutions</b>	<b>64</b>	<b>6.3%</b>	<b>0.0%</b>	<b>93.8%</b>
<b>Cherokee Nation Management &amp; Consulting</b>	<b>226</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Red Wing</b>	<b>117</b>	<b>0.9%</b>	<b>0.0%</b>	<b>99.1%</b>
<b>Will Rogers Downs</b>	<b>181</b>	<b>62.4%</b>	<b>1.7%</b>	<b>35.9%</b>
<b>Sub-Total:</b>	<b>2,870</b>	<b>4.7%</b>	<b>0.5%</b>	<b>94.8%</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>				

<b>Organizational Level - 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>All Cherokee Nation Businesses</b>				
Vice President and above	6	0.0%	0.0%	100.0%
Director/General Manager	38	18.4%	0.0%	81.6%
Manager	227	4.8%	0.4%	94.7%
Supervisor	27	11.1%	7.4%	81.5%
Non-Management	2,572	4.5%	0.4%	95.1%
<b>Sub-Total:</b>	<b>2,870</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	5,743	41.0%	6.4%	52.6%
Total Positions Hired	182	51.6%	4.9%	43.4%

<b>II. Retention</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>Employees Terminated</b>	<b>152</b>	<b>58.6%</b>	<b>5.9%</b>	<b>35.5%</b>
Failure To Meet Min Emplmt Req	1	0.0%	0.0%	100.0%
Failure to Return from Leave	5	80.0%	20.0%	0.0%
No Call-No Show	27	40.7%	11.1%	48.1%
No Show Orientation	8	12.5%	12.5%	75.0%
Resigned with Notice	39	71.8%	0.0%	28.2%
Resigned without Notice	59	64.4%	6.8%	28.8%
Violation of Rules	3	33.3%	0.0%	66.7%
Transfer to Affiliate	1	100.0%	0.0%	0.0%
Resignation-Other Position	1	0.0%	0.0%	100.0%
Attendance	5	80.0%	0.0%	20.0%
Misconduct	1	100.0%	0.0%	0.0%
Personal Reasons	2	0.0%	0.0%	100.0%

<b>III. Promotions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
	<b>39</b>	<b>71.8%</b>	<b>15.4%</b>	<b>12.8%</b>
Housekeeping-Porter				
Baker 1				
Lead Security Guard				
Card Games Shift Mgr. - Large				
E-Games tech 1				
Main Cage Cashier				
Dual Rate Lead				
Surveillance Agent				
Saucier Cook				
Lead Players Club Rep				
Wok Cook				
Revenue Audit Supervisor I				
Front Office Shift Supervisor				
Marketing Manager (med)				

## 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%	6.3%	25.0%
Manager	224	73.7%	1.8%	24.6%
Supervisor	197	74.1%	6.1%	19.8%
Non-Management	3,676	67.5%	6.2%	26.3%
<b>Sub-Total:</b>	<b>4,135</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	40	42.5%	5.0%	52.5%
Manager	113	63.7%	5.3%	31.0%
Supervisor	11	63.6%	18.2%	18.2%
Non-Management	356	68.0%	5.6%	26.4%
<b>Sub-Total:</b>	<b>543</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	19	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	201	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>222</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	2	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>10</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	2	0.0%	0.0%	100.0%
Manager	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	229	0.0%	0.9%	99.1%
<b>Sub-Total:</b>	<b>239</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	55	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>60</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	47	6.4%	2.1%	91.5%
<b>Sub-Total:</b>	<b>60</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	3	0.0%	33.3%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	30	83.3%	0.0%	16.7%
<b>Sub-Total:</b>	<b>34</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	0	0.0%	0.0%	0.0%
Manager	2	50.0%	0.0%	50.0%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	155	90.3%	5.2%	4.5%
<b>Sub-Total:</b>	<b>163</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	100.0%	0.0%	0.0%
Manager	21	4.8%	0.0%	95.2%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	110	6.4%	0.0%	93.6%
<b>Sub-Total:</b>	<b>132</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	159	0.0%	1.3%	98.7%
<b>Sub-Total:</b>	<b>168</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	9	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>10</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	15	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	126	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>144</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	4	0.0%	0.0%	100.0%
Supervisor	2	0.0%	50.0%	50.0%
Non-Management	13	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>20</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	11	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	220	1.4%	0.0%	98.6%
<b>Sub-Total:</b>	<b>238</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	14	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	417	0.2%	0.2%	99.5%
<b>Sub-Total:</b>	<b>433</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	3	33.3%	0.0%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	36	2.8%	0.0%	97.2%
<b>Sub-Total:</b>	<b>41</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	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	15	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>21</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	77.8%	11.1%	11.1%
Supervisor	3	66.7%	33.3%	0.0%
Non-Management	13	92.3%	7.7%	0.0%
<b>Sub-Total:</b>	<b>25</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	4	25.0%	0.0%	75.0%
Manager	42	2.4%	2.4%	95.2%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	492	0.0%	0.2%	99.8%
<b>Sub-Total:</b>	<b>538</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	4	0.0%	0.0%	100.0%
Supervisor	6	16.7%	16.7%	66.7%
Non-Management	12	8.3%	0.0%	91.7%
<b>Sub-Total:</b>	<b>23</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	1	100.0%	0.0%	0.0%
Non-Management	9	66.7%	22.2%	11.1%
<b>Sub-Total:</b>	<b>11</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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	55	5.5%	0.0%	94.5%
<b>Sub-Total:</b>	<b>64</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	1	0.0%	0.0%	100.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	24	0.0%	0.0%	100.0%
Supervisor	4	0.0%	0.0%	100.0%
Non-Management	195	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>226</b>			

**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