

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**December 1, 2015
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of October 2015**

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6516		
1.	Cherokee Nation Businesses (Excluding Contract and Temporary Employees)	4929	70.3%	7.5%
B.	1. Cherokee Nation Entertainment	4052	73.1%	7.9%
	2. Catoosa		56.7%	12.6%
	3. Ft. Gibson		94.6%	4.8%
	4. Jay Laundry		96.2%	3.8%
	5. Ramona		69.1%	5.3%
	6. Roland		85.2%	4.7%
	7. Sallisaw		87.4%	4.2%
	8. S. Coffeyville		79.5%	4.1%
	8. Tahlequah		92.1%	2.1%
	9. West Siloam		85.4%	4.3%
10.	Will Rogers Downs Corporate		63.0% 73.6%	7.2% 9.5%
C.	Cherokee Nation Business	426	69.9%	8.1%
D.	Cherokee Nation Assurance	75	2.8%	0.0%
E.	Cherokee Nation Metal Works	42	81.0%	2.4%
F.	Cherokee Nation Construction Services	22	0.0%	0.0%
G.	Cherokee Nation Technology	328	20.0%	0.0%
H.	Cherokee Services Group	77	0.0%	0.0%
I.	Cherokee Security and Defense	15	20.0%	0.0%
J.	Cherokee Nation Industries	42	71.4%	11.9%
K.	CN Aerospace and Defense, LLC	10	90.0%	0.0%
L.	CND LLC	226	85.4%	7.1%
M.	Cherokee Nation Red Wing	66	14.1%	1.6%
N.	Cherokee Nation Medical Services	34	0.0%	0.0%
O.	Cherokee Nation Health Services	186	0.0%	0.0%
P.	Blue Ribbons Downs	3	0.0%	0.0%
Q.	Cherokee Nation Government Solutions	57	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	611	0.0%	0.0%
S.	Cherokee CRC LLC	31	6.5%	3.2%
T.	Cherokee Nation 3S	27	14.8%	0.0%
U.	Cherokee Nation Construction Services	11	90.9%	0.0%
V.	CN Mission Solutions	71	50.0%	0.0%
W.	Cherokee Nat Office Solutions	2	50.0%	0.0%
X.	Cherokee Nation Mechanical	27	0.0%	0.0%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	29	58.6%	0.0%
2.	Director/General Manager	78	53.8%	5.1%
3.	Manager	484	52.5%	4.1%
4.	Supervisor	227	68.3%	5.3%
5.	Non Management	5698	53.8%	6.7%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	28	64.3%	7.1%
3.	Manager	218	75.2%	2.8%
4.	Supervisor	199	70.4%	4.5%
5.	Non Management	3575	72.1%	8.7%
C.	Cherokee Nation Business			
1.	Vice President and above	18	72.2%	0.0%
2.	Director/General Manager	20	55.0%	10.0%
3.	Manager	96	68.8%	7.3%
4.	Supervisor	7	71.4%	28.6%
5.	Non Management	302	72.2%	8.9%
D.	Cherokee Nation Assurance			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	66	0.0%	0.0%
E.	Cherokee Nation Construction Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	14	0.0%	7.1%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	6	0.0%	0.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
F.	Cherokee Nation Metal Works			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	3	66.7%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	36	86.1%	2.8%
G.	Cherokee Nation Technology			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	17	5.9%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	309	0.0%	5.2%
H.	Cherokee Services Group			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	72	2.8%	0.0%
I.	Cherokee Security and Defense			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	10	20.0%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	2	50.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	3	100.0%	0.0%
4.	Supervisor	2	50.0%	0.0%
5.	Non Management	33	72.7%	15.2%
K.	CND LLC.			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	3	100.0%	0.0%
3.	Manager	7	42.9%	28.6%
4.	Supervisor	10	70.0%	10.0%
5.	Non Management	205	87.3%	6.3%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
L.	Cherokee Nation Red Wing			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	12	8.3%	8.3%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	52	13.5%	0.0%
M.	Cherokee Nation Medical Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	32	0.0%	0.0%
N.	Cherokee Nation Health Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	5	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	178	0.0%	2.8%
O.	Blue Ribbons Downs			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	3	66.7%	0.0%
P.	Cherokee Nation Government Solutions			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	55	0.0%	0.0%
Q.	Cherokee Nation Technology Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	3	0.0%	0.0%
3.	Manager	62	0.0%	0.0%
4.	Supervisor	4	0.0%	0.0%
5.	Non Management	542	0.2%	0.2%

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	10	10.0%	20.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	21	4.8%	4.8%
S.	CN Mission Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	0	0.0%	0.0%
T.	Cherokee Nat Office Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	2	50.0%	0.0%
U.	Cherokee Nation 3S			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	4	50.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	22	4.5%	0.0%
V.	Cherokee Nation Construction Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	14	0.0%	7.1%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	6	0.0%	0.0%
W.	Cherokee Nation Mechanical			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	23	0.0%	0.0%

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1546	25.4%	6.6%
2. Total Positions Hired	115	71.3%	8.7%
B. Retention			
1. Employees Terminated	96	74.0%	13.5%
Attendance	2	50.0%	0.0%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	0	0.0%	0.0%
Elimination of Position	0	0.0%	0.0%
End Temporary Employment	0	0.0%	0.0%
Failure To Meet Min Employment Req.	4	50.0%	0.0%
Failure to Return from Leave	6	50.0%	0.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	0	0.0%	0.0%
No Call-No Show	14	71.4%	0.0%
No Show Orientation	4	75.0%	0.0%
Personal Reasons	0	0.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	0	0.0%	0.0%
Resigned without Notice	22	72.7%	0.0%
Return to School	33	84.8%	0.0%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	3	100.0%	0.0%
Violation of Rules	0	0.0%	0.0%
Voluntary Separation Program	8	37.5%	0.0%

2. Promotions

Total
27

Cherokee
74.1%

Other Tribe
7.4%

Job titles of Promoted Cherokees

- Production Cook
- Security Guard/Armed
- Direct Mail Sr. Project Mgr
- IT Property Manager
- F & B Manager - Level 2
- Cashiering Supervisor
- F & B Supervisor - Level 1
- Customer Service Administrator
- Revenue Audit Associate II
- Drop Count Lead
- Saucier Cook
- F & B Supervisor - Level 3
- E Games Tech 2
- E-Games tech 1
- Lead Surveillance Agent