

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**November 1, 2016  
Compiled by Barbara Knowlton, CNB  
Director of Corporate Administration  
Standard Report to the Tribal Council for the month of October 2016**

## I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	<b>All Cherokee Nation Businesses (Including All Employees)</b>	<b>6594</b>		
1A.	<b>Cherokee Nation Businesses</b> <i>(Excluding Contract and Temporary Employees, including companies where we can't practice preference)</i>	<b>4965</b>	<b>69.5%</b>	<b>6.7%</b>
1B.	<b>Cherokee Nation Businesses</b> <i>(Excluding Contract and Temporary Employees, including companies where we can practice preference)</i>	<b>4666</b>	<b>73.4%</b>	<b>7.1%</b>
B.	<b>1. Cherokee Nation Entertainment</b>	<b>4109</b>	<b>73.5%</b>	<b>7.1%</b>
	2. Catoosa		56.2%	12.1%
	3. Ft. Gibson		95.1%	4.3%
	4. Jay Laundry		100.0%	0.0%
	5. Ramona		67.9%	1.9%
	6. Roland		88.0%	3.2%
	7. Sallisaw		89.6%	3.2%
	8. S. Coffeyville		73.6%	7.2%
	9. Tahlequah		92.3%	2.0%
	10. West Siloam		88.4%	2.5%
	11. Will Rogers Downs		62.6%	6.4%
	12. Blue Ribbons Downs		66.7%	0.0%
	13. Corporate		74.6%	8.9%
C.	<b>Cherokee Nation Business</b>	<b>463</b>	<b>67.4%</b>	<b>7.0%</b>
D.	<b>Cherokee Nation Assurance</b>	<b>108</b>	<b>1.0%</b>	<b>0.0%</b>
E.	<b>Cherokee Nation Metal Works</b>	<b>15</b>	<b>86.7%</b>	<b>0.0%</b>
F.	<b>Cherokee Nation Construction Services</b>	<b>15</b>	<b>50.0%</b>	<b>0.0%</b>
G.	<b>Cherokee Nation Technology</b>	<b>371</b>	<b>0.0%</b>	<b>0.0%</b>
H.	<b>Cherokee Services Group</b>	<b>90</b>	<b>0.0%</b>	<b>0.0%</b>
I.	<b>Cherokee Nation Security and Defense</b>	<b>17</b>	<b>23.5%</b>	<b>0.0%</b>
J.	<b>Cherokee Nation Industries</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>
K.	<b>CN Aerospace and Defense, LLC</b>	<b>9</b>	<b>88.9%</b>	<b>0.0%</b>
L.	<b>CND LLC</b>	<b>183</b>	<b>84.7%</b>	<b>6.6%</b>
M.	<b>Cherokee Nation Red Wing</b>	<b>86</b>	<b>0.0%</b>	<b>0.0%</b>
N.	<b>Cherokee Medical Services</b>	<b>3</b>	<b>0.0%</b>	<b>0.0%</b>
O.	<b>Cherokee Nation Healthcare Services</b>	<b>228</b>	<b>0.0%</b>	<b>0.0%</b>
P.	<b>Cherokee Nation Government Solutions</b>	<b>24</b>	<b>0.0%</b>	<b>0.0%</b>
Q.	<b>Cherokee Nation Technology Solutions</b>	<b>410</b>	<b>0.0%</b>	<b>0.0%</b>
R.	<b>Cherokee CRC LLC</b>	<b>24</b>	<b>0.0%</b>	<b>4.2%</b>
S.	<b>Cherokee Nation 3S</b>	<b>37</b>	<b>8.1%</b>	<b>0.0%</b>
T.	<b>Cherokee Nation Construction Resources</b>	<b>6</b>	<b>100.0%</b>	<b>0.0%</b>
U.	<b>CN Mission Solutions</b>	<b>118</b>	<b>0.0%</b>	<b>0.0%</b>
V.	<b>Cherokee Nat Office Solutions</b>	<b>2</b>	<b>50.0%</b>	<b>0.0%</b>
W.	<b>Cherokee Nation Mechanical</b>	<b>20</b>	<b>0.0%</b>	<b>0.0%</b>
X.	<b>Cherokee Nation Defense Solutions</b>	<b>3</b>	<b>0.0%</b>	<b>0.0%</b>
Y.	<b>Cherokee Nation Property Mgt.</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>

Z.	Cherokee Nation Strategic Programs	43	0.0%	0.0%
AA.	Cherokee Nation Environmental Solutions	5	40.0%	0.0%
BB.	Cherokee Nation Telecommunications	19	68.4%	15.8%
CC.	Cherokee Nation Protective Services	0	0.0%	0.0%
DD.	Cherokee Nation Facilities Management	0	0.0%	0.0%
EE.	Cherokee Nation Systems Solutions	0	0.0%	0.0%
FF.	Cherokee Nation Medical Logistics	0	0.0%	0.0%
GG.	Cherokee Nation Management & Consulting	186	0.0%	0.0%
HH.	Cherokee Nation Diagnostic Innovations	0	0.0%	0.0%

## II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation businesses</b>			
1.	Vice President and above	29	69.0%	0.0%
2.	Director/General Manager	95	56.8%	5.3%
3.	Manager	468	50.4%	4.1%
4.	Supervisor	225	67.1%	5.3%
5.	Non Management	5777	53.1%	5.7%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	4	75.0%	0.0%
2.	Director/General Manager	32	71.9%	6.2%
3.	Manager	210	74.8%	2.4%
4.	Supervisor	194	69.1%	4.6%
5.	Non Management	3616	72.5%	7.8%
<b>C.</b>	<b>Cherokee Nation Business</b>			
1.	Vice President and above	21	76.2%	0.0%
2.	Director/General Manager	33	57.6%	6.1%
3.	Manager	96	63.5%	7.3%
4.	Supervisor	8	75.0%	25.0%
5.	Non Management	317	69.4%	7.6%
<b>D.</b>	<b>Cherokee Nation Assurance</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	7	14.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	99	0.0%	0.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>E.</b>	<b>Cherokee Nation Metal Works</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	1	100.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	14	85.7%	0.0%
<b>F.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	9	11.1%	11.1%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	4	25.0%	0.0%
<b>G.</b>	<b>Cherokee Nation Technology</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	20	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	348	0.0%	1.4%
<b>H.</b>	<b>Cherokee Services Group</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	5	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	84	3.6%	0.0%
<b>I.</b>	<b>Cherokee Security and Defense</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	11	18.2%	0.0%
<b>J.</b>	<b>Cherokee Nation Industries</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	2	50.0%	0.0%
5.	Non Management	15	73.3%	20.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>K.</b>	<b>CN Aerospace and Defense, LLC</b>			
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	9	88.9%	0.0%
<b>L.</b>	<b>CND LLC.</b>			
1.	Vice President and above	32	71.9%	6.3%
2.	Director/General Manager	210	74.8%	2.4%
3.	Manager	194	69.1%	4.6%
4.	Supervisor	3616	72.5%	7.8%
5.	Non Management	0	0.0%	0.0%
<b>M.</b>	<b>Cherokee Nation Red Wing</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	0.0%	50.0%
3.	Manager	11	9.1%	9.1%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	72	26.4%	0.0%
<b>N.</b>	<b>Cherokee Medical Services</b>			
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	0.0%	0.0%
<b>O.</b>	<b>Cherokee Nation Healthcare Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	4	25.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	221	0.0%	1.8%
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>			
1.	Vice President and above	0	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	23	0.0%	0.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	5	0.0%	0.0%
3.	Manager	42	0.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	362	0.3%	0.3%
<b>R.</b>	<b>Cherokee CRC LLC</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	7	0.0%	28.6%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	16	0.0%	6.3%
<b>S.</b>	<b>Cherokee Nation 3S</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	3	33.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	33	3.0%	3.0%
<b>T.</b>	<b>Cherokee Nation Construction Resources</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	9	11.1%	11.1%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	4	25.0%	0.0%
<b>U.</b>	<b>CN Mission Solutions</b>			
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%
<b>V.</b>	<b>Cherokee Nat Office Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	1	0.0%	0.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>W.</b>	<b>Cherokee Nation Mechanical</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	17	0.0%	0.0%
<b>X.</b>	<b>Cherokee Nation Defense Solutions</b>			
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	0.0%	0.0%
<b>Y.</b>	<b>Cherokee Nation Property Mgt.</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	8	75.0%	12.5%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	1	100.0%	0.0%
<b>Z.</b>	<b>Cherokee Nation Strategic Programs</b>			
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	0	0.0%	0.0%
5.	Non Management	37	0.0%	0.0%
<b>AA.</b>	<b>Cherokee Nation Environmental Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	1	100.0%	0.0%
<b>BB.</b>	<b>Cherokee Nation Telecom</b>			
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%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>CC.</b>	<b>Cherokee Nation Protective Services</b>			
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%
<b>DD.</b>	<b>Cherokee Nation Facilities Management</b>			
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%
<b>EE.</b>	<b>Cherokee Nation Systems Solutions</b>			
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%
<b>FF.</b>	<b>Cherokee Nation Medical Logistics</b>			
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%
<b>GG.</b>	<b>Cherokee Nation Management &amp; Consulting</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	3	0.0%	0.0%
3.	Manager	15	0.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	168	0.0%	0.0%
<b>HH.</b>	<b>Cherokee Nation Diagnostic Innovations</b>			
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%

*\*Includes all Employees*



### III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
<b>A. Hiring Practices</b>			
1. Active Resumes/Applications	2127	31.1%	7.2%
2. Total Positions Hired	144	78.5%	4.9%
<b>B. Retention</b>			
1. <b>Employees Terminated</b>	<b>122</b>	<b>66.4%</b>	<b>9.8%</b>
Attendance	4	100.00%	100.00%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	1	100.00%	100.00%
Elimination of Position	0	0.0%	0.0%
End Temporary Employment	0	0.0%	0.0%
Failure To Meet Min Employment Req.	1	100.00%	100.00%
Failure to Return from Leave	3	100.00%	100.00%
Gross Misconduct	0	0.0%	0.0%
Misconduct	0	0.0%	0.0%
No Call-No Show	23	100.00%	100.00%
No Show Orientation	5	100.00%	100.00%
Personal Reasons	0	0.0%	0.0%
Relocation	4	100.00%	100.00%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	0	0.0%	0.0%
Resigned without Notice	27	100.00%	100.00%
Return to School	41	100.00%	100.00%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	0	0.0%	0.0%
Violation of Rules	4	100.00%	100.00%
Voluntary Separation Program	9	100.00%	100.00%

<b>2. Promotions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>Job titles of Promoted Cherokees</b>	<b>37</b>	<b>75.7%</b>	<b>2.7%</b>
Lead Stationary Engineer			
Lead Fac.Maintenance Associate			
Lead Players Club Rep			
Shuttle Driver			
Lead Laundry Attendant			
Housekeeping-Porter			
Casino Service Representative			
Drop Count Associate I			
Security Guard/Armed			
Sales Coordinator I			
Buffet Chef			
Casino Services Supervisor			
Hard Rock Retail Store supervi			
Housekeeping Supervisor			
F & B Supervisor - Level 1			
Revenue Audit Associate I			
Drop Count Lead			
Lead Materials Associate			
Security Guard/Unarmed			
Fac/Maint. Associate			
Main Cage Cashier			
Production Cook			
Entry Casino Service Rep.			
Revenue Audit Associate III			
Sr. Dealer			
Financial Analyst IV			
Sous Chef			
Employee Service Manager - Lg.			
F & B Supervisor - Level 2			
Surveillance Supervisor			

