

CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT



November 1, 2018 as of October 31, 2018
Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Tribal Council for the month of October 2018

Table of Contents

- Tribal Employment..... 2
 - I. Overall..... 2
 - II. By Company Type and Organization Level..... 2
- Additional Cherokee Nation Entertainment Information..... 4
 - I. Hiring Practices 4
 - II. Retention..... 4
 - III. Promotions..... 5
- Appendix 6
 - I. Organization Level by Company 6
 - II. Full List of Termination Reasons 11

Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,135	3,404	319	3,412
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,453	72.0%	6.7%	21.3%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	331	35.0%	1.8%	63.1%
<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	3,829	71.0%	6.7%	22.3%
Catoosa	1,520	50.3%	11.2%	38.5%
Ft. Gibson	130	93.1%	5.4%	1.5%
Grove	148	84.5%	3.4%	12.2%
Jay Laundry	24	95.8%	0.0%	4.2%
Ramona	144	63.9%	5.6%	30.6%
Roland	479	91.0%	2.7%	6.3%
Sallisaw	122	91.0%	2.5%	6.6%
S. Coffeyville	122	62.3%	5.7%	32.0%
Tahlequah	167	91.0%	1.8%	7.2%
West Siloam	744	88.3%	2.8%	8.9%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	226	70.4%	8.4%	21.2%
Cherokee Nation Businesses	454	71.8%	6.4%	21.8%
Cherokee Nation Property Management	19	73.7%	21.1%	5.3%
Sub-Total:	4,302	71.1%	6.7%	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	180	90.6%	5.0%	4.4%
Cherokee Nation Telecommunications	14	71.4%	14.3%	14.3%
Cherokee Nation Red Wing	12	75.0%	0.0%	25.0%
Sub-Total:	241	84.6%	5.4%	10.0%

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	24	75.0%	0.0%	25.0%
Director/General Manager	65	60.0%	9.2%	30.8%
Manager	324	71.9%	4.0%	24.1%
Supervisor	194	76.3%	7.2%	16.5%
Non-Management	3,936	71.8%	6.8%	21.4%
Sub-Total:	4,543			

*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 Nat Operational Solutions	9	33.3%	0.0%	66.7%
Cherokee Nation Businesses	37	2.7%	0.0%	97.3%
Cherokee Nation Technology	511	0.0%	0.6%	99.4%
Cherokee Services Group	61	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	51	7.8%	2.0%	90.2%
Cherokee Nation Assurance	249	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	12	8.3%	0.0%	91.7%
Cherokee Nation Healthcare Services	133	0.8%	1.5%	97.7%
Cherokee Nation Government Solutions	12	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	226	0.0%	0.0%	100.0%
Cherokee CRC LLC	29	3.4%	6.9%	89.7%
Cherokee Nation 3S	193	1.0%	0.0%	99.0%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	263	0.4%	0.4%	99.2%
Cherokee Nation Mechanical	22	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	144	0.7%	0.7%	98.6%
Cherokee Nation Environmental Solutions	13	15.4%	7.7%	76.9%
Cherokee Nation Systems Solutions	57	5.3%	0.0%	94.7%
Cherokee Nation Management & Consulting	242	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	132	0.0%	0.0%	100.0%
Will Rogers Downs	196	61.2%	3.1%	35.7%
Sub-Total:	2,592	5.4%	0.7%	93.9%

**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	35	20.0%	0.0%	80.0%
Manager	222	5.4%	0.5%	94.1%
Supervisor	29	13.8%	6.9%	79.3%
Non-Management	2,301	5.1%	0.6%	94.3%
Sub-Total:	2,592			

Additional Cherokee Nation
Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	3,683	41.3%	6.8%	51.9%
Total Positions Hired	176	63.6%	10.8%	25.6%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	144	62.5%	13.2%	24.3%
Attendance	2	50.0%	50.0%	0.0%
Failure To Meet Min Emplmt Req	11	72.7%	18.2%	9.1%
Failure to Return from Leave	1	100.0%	0.0%	0.0%
No Call-No Show	23	43.5%	39.1%	17.4%
No Show Orientation	4	75.0%	0.0%	25.0%
Resigned with Notice	31	74.2%	16.1%	9.7%
Resigned without Notice	61	63.9%	3.3%	32.8%
Violation of Rules	6	50.0%	0.0%	50.0%
Transfer to Affiliate	1	100.0%	0.0%	0.0%
Misconduct	2	0.0%	0.0%	100.0%
Unsatisfactory Performance	1	0.0%	0.0%	100.0%
Death	1	100.0%	0.0%	0.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	44	81.8%	4.5%	13.6%
Job Titles of Promoted Cherokees				
Mixologist				
Production Cook				
Security Guard/Armed				
F & B Supervisor - Level 2				
E-Games tech 1				
Wok Cook				
Drop Count Lead				
Lead Players Club Rep				
Revenue Audit Associate II				
Drop Count Associate II				
Sr. Table Games Dual Rate				
Fac/Maint. Associate				
Pantry Person				
Traffic-Soc Media Content Spc				
Drop Count Supervisor I				
Materials Associate				
Room Inspector				
Aesthetician				
E Games Tech 3				
Guest Service Agent				
Poker Floor Lead				
Sr. Manager Str. Source & Proj				

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	30	70.0%	10.0%	20.0%
Manager	222	74.3%	1.8%	23.9%
Supervisor	186	74.2%	5.4%	20.4%
Non-Management	3,581	70.1%	6.8%	23.0%
Sub-Total:	4,025			

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	108	63.9%	6.5%	29.6%
Supervisor	8	62.5%	25.0%	12.5%
Non-Management	316	70.3%	5.7%	24.1%
Sub-Total:	491			

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	17	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	230	0.0%	0.0%	100.0%
Sub-Total:	249			

Cherokee Nation Construction Services	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	33.3%	0.0%	66.7%
Manager	5	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
Sub-Total:	12			

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	478	0.0%	0.6%	99.4%
Sub-Total:	511			

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	56	0.0%	0.0%	100.0%
Sub-Total:	61			

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	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	40	7.5%	2.5%	90.0%
Sub-Total:	51			

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	1	0.0%	0.0%	100.0%
Manager	2	0.0%	50.0%	50.0%
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	1	0.0%	100.0%	0.0%
Manager	3	66.7%	0.0%	33.3%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	170	91.8%	4.1%	4.1%
Sub-Total:	180			

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	123	7.3%	0.0%	92.7%
Sub-Total:	144			

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	126	0.0%	1.6%	98.4%
Sub-Total:	133			

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	33	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	190	0.0%	0.0%	100.0%
Sub-Total:	226			

Cherokee CRC, LLC	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	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:	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	15	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	171	1.2%	0.0%	98.8%
Sub-Total:	193			

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	15	6.7%	0.0%	93.3%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	246	0.0%	0.4%	99.6%
Sub-Total:	263			

Cherokee Nation Operational Solutions, LLC	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	2	0.0%	0.0%	100.0%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	3	0.0%	0.0%	100.0%
Sub-Total:	9			

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	11	0.0%	9.1%	90.9%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	131	0.0%	0.0%	100.0%
Sub-Total:	144			

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	2	0.0%	0.0%	100.0%
Supervisor	4	0.0%	25.0%	75.0%
Non-Management	6	16.7%	0.0%	83.3%
Sub-Total:	13			

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	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	51	3.9%	0.0%	96.1%
Sub-Total:	57			

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	3	0.0%	0.0%	100.0%
Non-Management	218	0.0%	0.0%	100.0%
Sub-Total:	242			

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