

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



October 1, 2019 as of September 30, 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 September 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..... 7

- I. Organization Level by Company..... 7
- II. Full List of Termination Reasons 14



Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,642	3,412	307	3,923
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,607	69.5%	6.2%	24.3%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	342	33.9%	0.9%	65.2%
<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	3,980	68.0%	6.5%	25.5%
Catoosa	1,627	45.4%	10.1%	44.5%
Ft. Gibson	124	91.1%	6.5%	2.4%
Grove	148	81.8%	2.7%	15.5%
Jay Laundry	19	100.0%	0.0%	0.0%
Ramona	141	63.8%	6.4%	29.8%
Roland	457	90.8%	2.2%	7.0%
Sallisaw	120	90.8%	2.5%	6.7%
S. Coffeyville	113	59.3%	6.2%	34.5%
Tahlequah	256	89.1%	3.1%	7.8%
West Siloam	743	87.1%	3.5%	9.4%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	229	69.0%	8.3%	22.7%
Cherokee Nation Businesses	490	72.4%	5.3%	22.2%
Cherokee Nation Property Management	25	84.0%	12.0%	4.0%
Sub-Total:	4,495	68.6%	6.4%	25.0%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	38	68.4%	2.6%	28.9%
CND LLC	156	93.6%	1.9%	4.5%
Cherokee Nation Telecommunications	11	63.6%	18.2%	18.2%
Cherokee Nation Red Wing	15	53.3%	0.0%	46.7%
Sub-Total:	220	85.0%	2.7%	12.3%
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	28	78.6%	0.0%	21.4%
Director/General Manager	66	59.1%	6.1%	34.8%
Manager	334	72.8%	3.3%	24.0%
Supervisor	213	75.1%	7.0%	17.8%
Non-Management	4,074	68.9%	6.5%	24.6%
Sub-Total:	4,715			

*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 Nation Operational Solutions, LLC	61	4.9%	0.0%	95.1%
Cherokee Nation Businesses	54	0.0%	0.0%	100.0%
Cherokee Nation Technology	239	0.0%	0.8%	99.2%
Cherokee Services Group	48	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	62	6.5%	1.6%	91.9%
Cherokee Nation Assurance	222	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	8	12.5%	0.0%	87.5%
Cherokee Nation Healthcare Services	151	0.7%	1.3%	98.0%
Cherokee Nation Government Solutions	7	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	142	0.0%	0.0%	100.0%
Cherokee CRC LLC	11	0.0%	9.1%	90.9%
Cherokee Nation 3S	271	1.1%	0.0%	98.9%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	437	0.5%	0.2%	99.3%
Cherokee Nation Mechanical	18	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	590	0.3%	0.3%	99.3%
Cherokee Nation Environmental Solutions	22	13.6%	4.5%	81.8%
Cherokee Nation Systems Solutions	77	3.9%	0.0%	96.1%
Cherokee Nation Management & Consulting	229	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	83	1.2%	0.0%	98.8%
CN Solutions Link LLC	7	0.0%	0.0%	100.0%
Will Rogers Downs	188	62.8%	1.6%	35.6%
Sub-Total:	2,927	4.8%	0.4%	94.5%
**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	39	17.9%	0.0%	82.1%
Manager	232	4.7%	0.4%	94.8%
Supervisor	31	9.7%	6.5%	83.9%
Non-Management	2,619	4.6%	0.4%	95.0%
Sub-Total:	2,926			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	4,440	37.5%	7.6%	54.8%
Total Positions Hired	182	57.1%	11.0%	31.9%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	143	58.7%	3.5%	37.8%
Failure To Meet Min Emplmt Req	2	50.0%	0.0%	50.0%
No Call-No Show	27	44.4%	3.7%	51.9%
No Show Orientation	4	50.0%	25.0%	25.0%
Resigned with Notice	27	63.0%	0.0%	37.0%
Resigned without Notice	68	61.8%	2.9%	35.3%
Violation of Rules	6	33.3%	0.0%	66.7%
Transfer to Affiliate	1	100.0%	0.0%	0.0%
Attendance	6	83.3%	16.7%	0.0%
CNGC License Denied	1	100.0%	0.0%	0.0%
Misconduct	1	100.0%	0.0%	0.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	64	57.8%	7.8%	34.4%
Production Cook				
Security Guard/Armed				
Security Guard/Unarmed				
EVS Casino Attendant				
Casino Service Representative				
Lead Main Cage Cashier				
Lead Security Guard				
Culinary - Utility I				
Application Systems Analyst 3				
Drop Count Lead				
Drop Count Associate I				
Dual Rate Lead				
Surveillance Agent				
Saucier Cook				
Lead Surveillance Agent				
Lead Players Club Rep				
Wok Cook				
Revenue Audit Associate II				
Sous Chef				
Revenue Audit Associate I				
Front Office Lead				
Room Inspector				
Player Development Specialist				
Rock Shop Sales Associate				
Production Marketing Cord				
Mgr. Operational Systems Suppo				
Digital Marketing Coordinator				
EVS Supervisor				
F & B Supervisor - Level 3				
Grand Total				

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	32	68.8%	6.3%	25.0%
Manager	226	73.9%	1.8%	24.3%
Supervisor	201	73.1%	6.0%	20.9%
Non-Management	3,703	67.1%	6.6%	26.3%
Sub-Total:	4,168			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	27	63.0%	0.0%	37.0%
Director/General Manager	41	41.5%	4.9%	53.7%
Manager	115	65.2%	4.3%	30.4%
Supervisor	10	60.0%	20.0%	20.0%
Non-Management	351	68.4%	4.8%	26.8%
Sub-Total:	544			

Cherokee Nation Assurance	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	19	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	202	0.0%	0.0%	100.0%
Sub-Total:	222			

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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	2	0.0%	0.0%	100.0%
Sub-Total:	8			

Cherokee Nation Technology	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	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	227	0.0%	0.9%	99.1%
Sub-Total:	239			

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	43	0.0%	0.0%	100.0%
Sub-Total:	48			

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	2	50.0%	0.0%	50.0%
Manager	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	48	6.3%	2.1%	91.7%
Sub-Total:	62			

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	0.0%	33.3%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	35	74.3%	0.0%	25.7%
Sub-Total:	38			

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	2	50.0%	0.0%	50.0%
Supervisor	6	100.0%	0.0%	0.0%
Non-Management	148	93.9%	2.0%	4.1%
Sub-Total:	156			

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	100.0%	0.0%	0.0%
Manager	17	5.9%	0.0%	94.1%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	80	8.8%	0.0%	91.3%
Sub-Total:	98			

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	7	14.3%	0.0%	85.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	142	0.0%	1.4%	98.6%
Sub-Total:	151			

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	6	0.0%	0.0%	100.0%
Sub-Total:	7			

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	14	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	125	0.0%	0.0%	100.0%
Sub-Total:	142			

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	5	0.0%	0.0%	100.0%
Supervisor	1	0.0%	100.0%	0.0%
Non-Management	4	0.0%	0.0%	100.0%
Sub-Total:	11			

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	12	0.0%	0.0%	100.0%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	251	1.2%	0.0%	98.8%
Sub-Total:	271			

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	2	0.0%	0.0%	100.0%
Manager	15	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	420	0.5%	0.2%	99.3%
Sub-Total:	437			

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	3	33.3%	0.0%	66.7%
Manager	5	20.0%	0.0%	80.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	53	1.9%	0.0%	98.1%
Sub-Total:	61			

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	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	12	0.0%	0.0%	100.0%
Sub-Total:	18			

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	3	66.7%	33.3%	0.0%
Non-Management	13	92.3%	7.7%	0.0%
Sub-Total:	25			

Cherokee Nation Strategic Programs	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	4	25.0%	0.0%	75.0%
Manager	43	2.3%	2.3%	95.3%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	542	0.0%	0.2%	99.8%
Sub-Total:	590			

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	6	0.0%	0.0%	100.0%
Supervisor	9	11.1%	11.1%	77.8%
Non-Management	6	16.7%	0.0%	83.3%
Sub-Total:	22			

Cherokee Nation Telecommunications	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	1	100.0%	0.0%	0.0%
Non-Management	9	66.7%	22.2%	11.1%
Sub-Total:	11			

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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	68	2.9%	0.0%	97.1%
Sub-Total:	77			

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	24	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	197	0.0%	0.0%	100.0%
Sub-Total:	229			

CN Solutions Link 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	0	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	7	0.0%	0.0%	100.0%
Sub-Total:	7			

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