

CHEROKEE NATION BUSINESSES

FULL TRIBAL COUNCIL REPORT



CHEROKEE NATION™
Businesses

September 1, 2018 as of August 31, 2018

Compiled by Barbara Knowlton, CNB

Director of Corporate Administration

Standard Report to the Tribal Council for the month of August 2018

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,067	3,438	316	3,313
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,458	72.5%	6.6%	20.9%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	323	35.9%	2.2%	61.9%
<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	3,838	71.5%	6.6%	21.9%
Catoosa	1,554	51.3%	11.1%	37.6%
Ft. Gibson	129	93.0%	5.4%	1.6%
Grove	145	85.5%	2.1%	12.4%
Jay Laundry	24	95.8%	0.0%	4.2%
Ramona	142	66.2%	5.6%	28.2%
Roland	475	90.5%	2.7%	6.7%
Sallisaw	120	90.8%	2.5%	6.7%
S. Coffeyville	121	66.1%	5.0%	28.9%
Tahlequah	167	91.0%	1.8%	7.2%
West Siloam	739	88.8%	2.7%	8.5%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	219	70.8%	8.2%	21.0%
Cherokee Nation Businesses	453	72.2%	6.2%	21.6%
Cherokee Nation Property Management	19	73.7%	21.1%	5.3%
Sub-Total:	4,310	71.6%	6.6%	21.8%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	32	65.6%	3.1%	31.3%
CND LLC	188	89.9%	5.9%	4.3%
Cherokee Nat Office Solutions	5	60.0%	0.0%	40.0%
Cherokee Nation Telecommunications	15	73.3%	13.3%	13.3%
Cherokee Nation Red Wing	13	76.9%	0.0%	23.1%
Sub-Total:	253	84.6%	5.5%	9.9%
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	25	76.0%	0.0%	24.0%
Director/General Manager	64	62.5%	7.8%	29.7%
Manager	322	70.8%	4.7%	24.5%
Supervisor	202	76.7%	6.9%	16.3%
Non-Management	3,950	72.3%	6.7%	21.0%
Sub-Total:	4,563			

*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 Businesses	35	2.9%	0.0%	97.1%
Cherokee Nation Technology	500	0.0%	0.6%	99.4%
Cherokee Services Group	67	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	45	8.9%	2.2%	88.9%
Cherokee Nation Assurance	230	0.4%	0.0%	99.6%
Cherokee Nation Construction Services	14	28.6%	0.0%	71.4%
Cherokee Nation Healthcare Services	149	0.7%	1.3%	98.0%
Cherokee Nation Government Solutions	12	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	230	0.0%	0.0%	100.0%
Cherokee CRC LLC	28	3.6%	7.1%	89.3%
Cherokee Nation 3S	176	1.1%	0.0%	98.9%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	251	0.4%	0.4%	99.2%
Cherokee Nation Mechanical	21	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	134	0.7%	0.0%	99.3%
Cherokee Nation Environmental Solutions	11	18.2%	9.1%	72.7%
Cherokee Nation Systems Solutions	47	6.4%	0.0%	93.6%
Cherokee Nation Management & Consulting	236	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	129	0.0%	0.0%	100.0%
Will Rogers Downs	189	63.0%	3.2%	33.9%
Sub-Total:	2,504	5.6%	0.6%	93.8%

****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	31	19.4%	0.0%	80.6%
Manager	212	7.1%	0.5%	92.5%
Supervisor	15	13.3%	6.7%	80.0%
Non-Management	2,241	5.2%	0.6%	94.2%
Sub-Total:	2,504			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	4,880	42.3%	7.4%	50.3%
Total Positions Hired	169	55.6%	10.7%	33.7%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	177	64.4%	7.3%	28.2%
Attendance	5	60.0%	20.0%	20.0%
Failure To Meet Min Emplmt Req	2	50.0%	0.0%	50.0%
Failure to Return from Leave	5	60.0%	0.0%	40.0%
No Call-No Show	33	60.6%	9.1%	30.3%
No Show Orientation	4	25.0%	25.0%	50.0%
Resigned with Notice	52	63.5%	11.5%	25.0%
Resigned without Notice	70	70.0%	2.9%	27.1%
Violation of Rules	4	75.0%	0.0%	25.0%
Transfer to Affiliate	1	100.0%	0.0%	0.0%
Unsatisfactory Performance	1	0.0%	0.0%	100.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	35	80.0%	2.9%	17.1%
Job Titles of Promoted Cherokees				
Mixologist				
Production Cook				
Security Guard/Armed				
Security Guard/Unarmed				
Casino Service Representative				
Drop Count Lead				
Revenue Audit Associate II				
Drop Count Associate II				
EVS Casino Attendant				
Sr. Table Games Dual Rate				
HVAC Licensed Journeyman				
Beverage Associate				
Marketing Manager				
EVS Manager				
Supervisor Content Marketing				
Content Marketing Associate				
Web Mobile Content Supervisor				
Main Cage Cashier				
EVS Lead Casino Attendant				
Sr. Dealer				
Security Manager				
Sr. Player Development Mgr				
F & B Manager - Level 5				

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	31	71.0%	9.7%	19.4%
Manager	219	74.0%	2.3%	23.7%
Supervisor	191	74.3%	5.2%	20.4%
Non-Management	3,580	70.7%	6.8%	22.5%
Sub-Total:	4,027			

Includes Will Rogers Downs

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	23	56.5%	0.0%	43.5%
Director/General Manager	34	52.9%	5.9%	41.2%
Manager	103	64.1%	6.8%	29.1%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	319	70.5%	5.3%	24.1%
Sub-Total:	488			

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	18	5.6%	0.0%	94.4%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	210	0.0%	0.0%	100.0%
Sub-Total:	230			

Cherokee Nation Construction Services	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	8	25.0%	0.0%	75.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	3	33.3%	0.0%	66.7%
Sub-Total:	14			

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	28	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	468	0.0%	0.6%	99.4%
Sub-Total:	500			

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	62	0.0%	0.0%	100.0%
Sub-Total:	67			

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	9	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	34	8.8%	2.9%	88.2%
Sub-Total:	45			

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	4	25.0%	25.0%	50.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	28	71.4%	0.0%	28.6%
Sub-Total:	32			

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	4	50.0%	25.0%	25.0%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	178	91.0%	5.1%	3.9%
Sub-Total:	188			

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	121	8.3%	0.0%	91.7%
Sub-Total:	142			

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	142	0.0%	1.4%	98.6%
Sub-Total:	149			

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	30	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	197	0.0%	0.0%	100.0%
Sub-Total:	230			

Cherokee CRC, 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	6	0.0%	0.0%	100.0%
Supervisor	3	0.0%	33.3%	66.7%
Non-Management	19	5.3%	5.3%	89.5%
Sub-Total:	28			

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	0	0.0%	0.0%	0.0%
Non-Management	162	1.2%	0.0%	98.8%
Sub-Total:	176			

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	14	7.1%	0.0%	92.9%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	236	0.0%	0.4%	99.6%
Sub-Total:	251			

Cherokee Nation Operational Solutions, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	1	0.0%	0.0%	100.0%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	0	0.0%	0.0%	0.0%
Sub-Total:	5			

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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	16	0.0%	0.0%	100.0%
Sub-Total:	21			

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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	124	0.0%	0.0%	100.0%
Sub-Total:	134			

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	4	0.0%	25.0%	75.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	6	16.7%	0.0%	83.3%
Sub-Total:	11			

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	12	75.0%	16.7%	8.3%
Sub-Total:	15			

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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	42	4.8%	0.0%	95.2%
Sub-Total:	47			

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	19	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	213	0.0%	0.0%	100.0%
Sub-Total:	236			

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