

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

**December 1, 2017 as of November 30, 2017
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of November 2017**

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Tribal Employment

I. Overall				
	Total Employees	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses	6,832	3,581	334	2,917
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,531	73.6%	6.7%	19.7%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	328	36.0%	3.3%	60.7%
<i>(Excluding Temporary and Contract Employees, including companies where we can't practice preference)</i>				
II. By Company				
Cherokee Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Entertainment	3,940	72.6%	6.8%	20.7%
Catoosa	1,585	52.8%	11.3%	35.9%
Ft. Gibson	145	95.9%	3.4%	0.7%
Grove	154	85.8%	4.5%	9.7%
Jay Laundry	25	100.0%	0.0%	0.0%
Ramona	136	65.5%	5.1%	29.4%
Roland	504	89.7%	3.0%	7.3%
Sallisaw	129	89.9%	2.3%	7.8%
S. Coffeyville	120	71.7%	7.5%	20.8%
Tahlequah	175	91.4%	2.3%	6.3%
West Siloam	745	89.2%	2.1%	8.7%
Blue Ribbons Downs	3	66.7%	0.0%	33.3%
Corporate	219	72.1%	9.6%	18.3%
Cherokee Nation Business	444	73.3%	6.8%	19.9%
Cherokee Nation Property Management	10	80.0%	10.0%	10.0%
Sub-Total:	4,394	72.7%	6.8%	20.6%
Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
CN Aerospace and Defense, LLC	9	88.9%	0.0%	11.1%
CND LLC	222	90.5%	4.5%	5.0%
Cherokee Nat Office Solutions	1	100.0%	0.0%	0.0%
Cherokee Nation Red Wing	27	77.8%	3.7%	18.5%
Cherokee Nation Telecommunications	17	70.6%	17.6%	11.8%
Sub-Total:	276	88.0%	5.1%	6.9%
Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses	41	4.9%	2.4%	92.7%
Cherokee Nation Technology	370	0.0%	1.4%	98.6%
Cherokee Services Group	85	2.4%	0.0%	97.6%
Cherokee Nation Security and Defense	28	14.3%	0.0%	85.7%
Cherokee Nation Assurance	182	0.5%	0.0%	99.5%

Cherokee Nation Construction Services	17	23.5%	5.9%	70.6%
Cherokee Nation Healthcare Services	169	0.6%	1.2%	98.2%
Cherokee Nation Government Solutions	7	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	323	0.0%	0.0%	100.0%
Cherokee CRC LLC	27	3.7%	3.7%	92.6%
Cherokee Nation 3S	131	2.3%	0.8%	96.9%
Cherokee Nation Construction Resources	2	100.0%	0.0%	0.0%
CN Mission Solutions	189	0.0%	0.0%	100.0%
Cherokee Nation Mechanical	19	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	88	1.1%	0.0%	98.9%
Cherokee Nation Environmental Solutions	5	20.0%	20.0%	60.0%
Cherokee Nation Systems Solutions	9	0.0%	0.0%	100.0%
Cherokee Nation Management & Consulting	214	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	66	0.0%	0.0%	100.0%
Will Rogers Downs	190	64.2%	5.8%	30.0%
Sub-Total:	2,162	6.7%	1.1%	92.2%

III. By Organization Levels

(Includes Temporary and Contract Employees)

	Total Employees	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses				
Vice President and above	29	69.0%	0.0%	31.0%
Director/General Manager	92	50.0%	5.4%	44.6%
Manager	496	50.2%	2.8%	47.0%
Supervisor	227	67.8%	6.6%	25.6%
Non-Management	5,988	52.0%	5.0%	43.0%
Subtotal	6,832			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	1,912	31.4%	7.0%	61.6%
Total Positions Hired	135	54.1%	11.9%	34.1%
II. Retention				
Employees Terminated	121	66.9%	12.4%	20.7%
Attendance	6	83.3%	16.7%	0.0%
Failure To Meet Min Emplmt Req	3	33.3%	0.0%	66.7%
No Call-No Show	23	60.9%	17.4%	21.7%
No Show Orientation	7	57.1%	0.0%	42.9%
Resigned with Notice	26	80.8%	7.7%	11.5%
Resigned without Notice	43	67.4%	16.3%	16.3%
Violation of Rules	4	75.0%	0.0%	25.0%
End Temporary Employment	3	0.0%	0.0%	100.0%

Transfer to Affiliate	1	100.0%	0.0%	0.0%
Unsatisfactory Performance	1	100.0%	0.0%	0.0%
Death	4	50.0%	25.0%	25.0%
III. Promotions	Total	Cherokee	Other Tribe	Non-Native
	32	59.4%	12.5%	28.1%
Job titles of Promoted Cherokees				
Cafe Associate				
Cage Supervisor				
Casino Service Representative				
Customer Service Administrator				
Director of Human Resources				
Drop Count Associate I				
Drop Count Lead				
E Games Tech 2				
F & B Supervisor - Level 1				
Facility Technical Lead				
Food and Beverage Associate				
Housekeeping-Porter				
Lead Cashier-NL				
Lead Materials Associate				
Lead Surveillance Agent				
Materials Associate				
Production Cook				
Production Cook- WRD				
Property Executive Chef				
Room Inspector				
Saucier Cook				
Security Guard/Armed				
Security Guard/Unarmed				

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment				
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	32	68.8%	9.4%	21.9%
Manager	211	75.8%	2.4%	21.8%
Supervisor	201	70.1%	5.5%	24.4%
Non-Management	3,680	72.1%	7.0%	20.9%
Subtotal	4,130			
Cherokee Nation Business				
Vice President and above	23	65.2%	0.0%	34.8%
Director/General Manager	34	52.9%	5.9%	41.2%
Manager	105	66.7%	5.7%	27.6%
Supervisor	10	70.0%	20.0%	10.0%
Non-Management	313	69.6%	6.7%	23.6%
Subtotal	485			
Cherokee Nation Assurance				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	13	7.7%	0.0%	92.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	167	0.0%	0.0%	100.0%
Subtotal	182			
Cherokee Nation Construction Services				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	50.0%	0.0%	50.0%
Manager	10	20.0%	10.0%	70.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	4	25.0%	0.0%	75.0%
Subtotal	17			
Cherokee Nation Technology				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	22	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	345	0.0%	1.4%	98.6%
Subtotal	370			

Cherokee Services Group				
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	79	2.5%	0.0%	97.5%
Subtotal	85			
Cherokee Nation Security and Defense				
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	0	0.0%	0.0%	0.0%
Non-Management	21	14.3%	0.0%	85.7%
Subtotal	28			
CN Aerospace and Defense, LLC				
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	9	88.9%	0.0%	11.1%
Subtotal	9			
CND LLC				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	4	100.0%	0.0%	0.0%
Supervisor	7	71.4%	14.3%	14.3%
Non-Management	211	91.0%	4.3%	4.7%
Subtotal	222			
Cherokee Nation Red Wing				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	16	12.5%	6.3%	81.2%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	76	25.0%	0.0%	75.0%
Subtotal	93			

Cherokee Nation Healthcare Services				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	4	25.0%	0.0%	75.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	164	0.0%	1.2%	98.8%
Subtotal	169			
Cherokee Nation Government Solutions				
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%
Subtotal	7			
Cherokee Nation Technology Solutions				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	5	0.0%	0.0%	100.0%
Manager	40	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	277	0.0%	0.0%	100.0%
Subtotal	323			
Cherokee CRC LLC				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	5	0.0%	0.0%	100.0%
Supervisor	3	0.0%	0.0%	100.0%
Non-Management	19	5.3%	5.3%	89.4%
Subtotal	27			
Cherokee Nation 3S				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	12	8.3%	0.0%	91.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	118	0.8%	0.8%	98.4%
Subtotal	131			

Cherokee Nation Construction Resources				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	1	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Subtotal	2			
CN Mission Solutions				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	9	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	177	0.0%	0.0%	100.0%
Subtotal	189			
Cherokee Nat Office Solutions				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	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%
Subtotal	1			
Cherokee Nation Mechanical				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	15	0.0%	0.0%	100.0%
Subtotal	19			
Cherokee Nation Property Mgt.				
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	0	0.0%	0.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Subtotal	10			

Cherokee Nation Strategic Programs				
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	83	0.0%	0.0%	100.0%
Subtotal	88			
Cherokee Nation Environmental Solutions				
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	1	0.0%	100.0%	0.0%
Non-Management	4	25.0%	0.0%	75.0%
Subtotal	5			
Cherokee Nation Telecommunications				
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	14	71.4%	21.4%	7.2%
Subtotal	17			
Cherokee Nation Systems Solutions				
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	9	0.0%	0.0%	100.0%
Subtotal	9			
Cherokee Nation Management & Consulting				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	15	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	195	0.0%	0.0%	100.0%
Subtotal	214			

I. Full List of Termination Reasons				
Attendance				
Child/House Care				
CNGC License Denied				
CNGC License Revoked				
Death				
Discharge				
Dissatisfied w/Fellow Employee				
Dissatisfied with Hours				
Dissatisfied with Pay				
Dissatisfied with Supervision				
Early Retirement				
Elimination of Position				
End Temporary Employment				
Failure To Meet Min Employment Req.				
Failure to Return from Leave				
Family Reasons				
Gross Misconduct				
Health Reasons				
Illness in Family				
Job Abandonment				
Misconduct				
Misstatement on Application				
No Call-No Show				
No Show Orientation				
Partial/Total Disability				
Personal Reasons				
Relocation				
Resignation				
Resignation-Other Position				
Resigned with Notice				
Resigned without Notice				
Return to School				
Short Term Disability Ended				
Staff Reduction				
Tardiness				
Transfer to Affiliate				
Unforeseen Circumstances				
Unsatisfactory Performance				
Violation of Rules				
Voluntary Separation Program				