

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

**February 1, 2018 as of January 31, 2018
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of January 2018**

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Tribal Employment

I. Overall				
	Total Employees	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses	6,871	3,548	345	2,978
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,533	73.2%	7.0%	19.8%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	310	39.0%	3.2%	57.7%
<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	3,927	72.1%	7.1%	20.8%
Catoosa	1,587	52.2%	11.7%	36.0%
Ft. Gibson	141	94.3%	4.3%	1.4%
Grove	153	85.6%	4.6%	9.8%
Jay Laundry	25	100.0%	0.0%	0.0%
Ramona	143	65.0%	7.0%	28.0%
Roland	489	89.6%	2.9%	7.6%
Sallisaw	128	91.4%	2.3%	6.3%
S. Coffeyville	119	69.7%	8.4%	21.8%
Tahlequah	173	91.3%	2.3%	6.4%
West Siloam	744	89.0%	2.3%	8.7%
Blue Ribbons Downs	3	66.7%	0.0%	33.3%
Corporate	222	72.5%	9.0%	18.5%
Cherokee Nation Business	444	73.0%	6.8%	20.3%
Cherokee Nation Property Management	11	72.7%	18.2%	9.1%
Sub-Total:	4,382	72.2%	7.1%	20.7%
Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
CN Aerospace and Defense, LLC	7	42.9%	14.3%	42.9%
CND LLC	223	91.0%	4.5%	4.5%
Cherokee Nat Office Solutions	1	100.0%	0.0%	0.0%
Cherokee Nation Red Wing	18	72.2%	16.7%	11.1%
Cherokee Nation Telecommunications	23	78.3%	0.0%	21.7%
Sub-Total:	272	87.5%	5.1%	7.4%
Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses	37	2.7%	0.0%	97.3%
Cherokee Nation Technology	365	0.0%	1.4%	98.6%
Cherokee Services Group	84	2.4%	0.0%	97.6%
Cherokee Nation Security and Defense	26	15.4%	0.0%	84.6%
Cherokee Nation Assurance	184	0.5%	0.0%	99.5%

Cherokee Nation Construction Services	16	25.0%	6.3%	68.8%
Cherokee Nation Healthcare Services	180	0.6%	1.1%	98.3%
Cherokee Nation Government Solutions	15	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	311	0.0%	0.0%	100.0%
Cherokee CRC LLC	29	3.4%	6.9%	89.7%
Cherokee Nation 3S	133	1.5%	0.8%	97.7%
Cherokee Nation Construction Resources	2	100.0%	0.0%	0.0%
CN Mission Solutions	202	0.5%	0.0%	99.5%
Cherokee Nation Mechanical	19	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	109	0.9%	0.0%	99.1%
Cherokee Nation Environmental Solutions	8	12.5%	0.0%	87.5%
Cherokee Nation Systems Solutions	13	7.7%	0.0%	92.3%
Cherokee Nation Management & Consulting	223	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	70	0.0%	0.0%	100.0%
Will Rogers Downs	191	64.9%	5.8%	29.3%
Sub-Total:	2,217	6.6%	1.0%	92.4%

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	94	50.0%	5.3%	44.7%
Manager	499	49.1%	3.0%	47.9%
Supervisor	226	68.6%	7.1%	24.3%
Non-Management	6,023	51.2%	5.1%	43.7%
Subtotal	6,871			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	3,843	37.2%	8.4%	54.4%
Total Positions Hired	140	60.0%	10.0%	30.0%
II. Retention				
Employees Terminated	126	66.7%	7.9%	25.4%
Attendance	8	87.5%	0.0%	12.5%
Failure To Meet Min Emplmt Req	3	66.7%	0.0%	33.3%
Failure to Return from Leave	8	75.0%	0.0%	25.0%
No Call-No Show	21	61.9%	0.0%	38.1%
No Show Orientation	5	20.0%	0.0%	80.0%
Personal Reasons	2	100.0%	0.0%	0.0%
Resigned with Notice	23	82.6%	8.7%	8.7%
Resigned without Notice	46	67.4%	15.2%	17.4%
Unsatisfactory Performance	2	0.0%	50.0%	50.0%

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment				
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	31	74.2%	9.7%	16.1%
Manager	215	75.3%	2.3%	22.3%
Supervisor	199	70.9%	5.5%	23.6%
Non-Management	3,667	71.6%	7.3%	21.1%
Subtotal	4,118			
Cherokee Nation Business				
Vice President and above	23	65.2%	0.0%	34.8%
Director/General Manager	35	51.4%	5.7%	42.9%
Manager	101	64.4%	6.9%	28.7%
Supervisor	9	77.8%	22.2%	0.0%
Non-Management	313	70.3%	6.1%	23.6%
Subtotal	481			
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	169	0.0%	0.0%	100.0%
Subtotal	184			
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	3	33.3%	0.0%	66.7%
Subtotal	16			
Cherokee Nation Technology				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	4	0.0%	0.0%	100.0%
Manager	19	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	342	0.0%	1.5%	98.5%
Subtotal	365			

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	78	2.6%	0.0%	97.4%
Subtotal	84			
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	19	15.8%	0.0%	84.2%
Subtotal	26			
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	1	0.0%	100.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	6	50.0%	0.0%	50.0%
Subtotal	7			
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	50.0%	0.0%	50.0%
Supervisor	7	71.4%	14.3%	14.3%
Non-Management	212	92.5%	4.2%	3.3%
Subtotal	223			
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	15	13.3%	0.0%	86.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	77	20.8%	0.0%	79.2%
Subtotal	93			

Cherokee Nation Healthcare Services				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	3	33.3%	0.0%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	175	0.0%	1.1%	98.9%
Subtotal	180			
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	14	0.0%	0.0%	100.0%
Subtotal	15			
Cherokee Nation Technology Solutions				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	4	0.0%	0.0%	100.0%
Manager	38	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	269	0.0%	0.0%	100.0%
Subtotal	311			
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	6	0.0%	0.0%	100.0%
Supervisor	4	0.0%	25.0%	75.0%
Non-Management	19	5.3%	5.3%	89.5%
Subtotal	29			
Cherokee Nation 3S				
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	118	0.8%	0.8%	98.3%
Subtotal	133			

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	1	0.0%	0.0%	100.0%
Manager	10	10.0%	0.0%	90.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	190	0.0%	0.0%	100.0%
Subtotal	202			
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	1	0.0%	100.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Subtotal	11			

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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	100	0.0%	0.0%	100.0%
Subtotal	109			
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	2	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	5	20.0%	0.0%	80.0%
Subtotal	8			
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	2	100.0%	0.0%	0.0%
Non-Management	14	71.4%	21.4%	7.1%
Subtotal	18			
Cherokee Nation Systems Solutions				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	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%
Subtotal	13			
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	14	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	205	0.0%	0.0%	100.0%
Subtotal	223			

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				