

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



February 1, 2022 as of January 31, 2022
Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Council of the Cherokee Nation for the month of January 2022

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,083	2,483	236	4,364
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	3,590	65.5%	6.2%	28.2%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	283	29.0%	1.4%	69.6%
<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				
	Total Employees	Cherokee	Other Tribal	Non-Native
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Entertainment	2,941	63.6%	6.5%	29.9%
Catoosa	1,128	44.5%	9.7%	45.8%
Ft. Gibson	102	86.3%	5.9%	7.8%
Grove	110	75.5%	3.6%	20.9%
Jay Laundry	15	100.0%	0.0%	0.0%
Ramona	107	56.1%	9.3%	34.6%
Roland	329	77.5%	4.3%	18.2%
Sallisaw	88	88.6%	1.1%	10.2%
S. Coffeyville	98	56.1%	6.1%	37.8%
Tahlequah	209	84.2%	1.0%	14.8%
West Siloam	478	78.2%	3.3%	18.4%
Blue Ribbons Downs	2	100.0%	0.0%	0.0%
Corporate	275	66.5%	8.0%	25.5%
Cherokee Nation Businesses	382	68.1%	6.3%	25.7%
Cherokee Nation Property Management	26	88.5%	3.8%	7.7%
Cultural and Economic Development	96	83.3%	8.3%	8.3%
Sub-Total:	3,445	62.5%	6.2%	28.4%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	64	60.9%	4.7%	34.4%
CND LLC	106	90.6%	0.0%	9.4%
Cherokee Nation Telecommunications	5	40.0%	20.0%	40.0%
Cherokee Nation Red Wing	1	0.0%	0.0%	100.0%
Sub-Total:	176	77.8%	2.3%	19.9%
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	30	76.7%	0.0%	23.3%
Director/General Manager	81	60.5%	6.2%	33.3%
Manager	317	73.2%	4.1%	22.7%
Supervisor	301	76.1%	5.6%	18.3%
Non-Management	2,892	63.6%	6.6%	29.8%
Sub-Total:	3,621			

*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	369	0.8%	0.3%	98.9%
CN Aerospace and Defense, LLC	125	0.0%	0.0%	100.0%
Cherokee Nation Businesses	103	5.8%	1.9%	92.2%
CND LLC	5	0.0%	0.0%	100.0%
Cherokee Nation Technology	65	0.0%	0.0%	100.0%
Cherokee Services Group	64	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	46	2.2%	2.2%	95.7%
Cherokee Nation Assurance	166	0.0%	0.6%	99.4%
Cherokee Nation Construction Services	4	0.0%	0.0%	100.0%
Cherokee Nation Healthcare Services	25	0.0%	0.0%	100.0%
Cherokee Nation Government Solutions	0	0.0%	0.0%	0.0%
Cherokee Nation Technology Solutions	30	0.0%	0.0%	100.0%
Cherokee CRC LLC	11	18.2%	0.0%	81.8%
Cherokee Nation 3S	305	0.7%	0.0%	99.3%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	194	0.5%	0.0%	99.5%
Cherokee Nation Mechanical	13	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	681	0.1%	0.0%	99.9%
Cherokee Nation Environmental Solutions	17	11.8%	0.0%	88.2%
Cherokee Nation Systems Solutions	280	1.4%	0.0%	98.6%
Cherokee Nation Management & Consulting	521	0.4%	0.4%	99.2%
Cherokee Nation Red Wing	66	0.0%	0.0%	100.0%
CN Solutions Link LLC	16	6.3%	0.0%	93.8%
CN Federal Consulting, LLC	48	0.0%	0.0%	100.0%
Will Rogers Downs	150	56.7%	1.3%	42.0%
Cherokee Insights, LLC	18	5.6%	0.0%	94.4%
Cherokee Nation Development Group, LLC	1	0.0%	0.0%	100.0%
Cherokee Nation Integrated Health, LLC	8	12.5%	0.0%	87.5%
Preting, LLC	131	0.0%	0.0%	100.0%
Sub-Total:	3,331	3.4%	0.3%	96.2%
<p>**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.</p>				

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	7	14.3%	0.0%	85.7%
Director/General Manager	30	13.3%	0.0%	86.7%
Manager	361	5.0%	0.3%	94.7%
Supervisor	43	23.3%	0.0%	76.7%
Non-Management	3,021	2.6%	0.3%	97.1%
Sub-Total:	3,462			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	1,646	43.0%	9.3%	47.7%
# of Distinct Applicants	1,159	41.2%	8.9%	50.4%
Total Positions Hired	131	41.2%	7.6%	51.1%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	120	47.5%	6.7%	45.8%
Dissatisfied with Benefits	1	100.0%	0.0%	0.0%
Dissatisfied with Job	2	0.0%	0.0%	100.0%
Dissatisfied with Pay	5	60.0%	0.0%	40.0%
Dissatisfied with Time Off	1	0.0%	0.0%	100.0%
Failure To Meet Minimum Employment Requirements/Credentials	2	50.0%	0.0%	50.0%
Failure to Return from Leave	2	0.0%	0.0%	100.0%
Family Reasons	3	0.0%	0.0%	100.0%
Felt Underappreciated	1	100.0%	0.0%	0.0%
Gross Misconduct	1	100.0%	0.0%	0.0%
No Call-No Show	31	54.8%	9.7%	35.5%
No Show Orientation	11	27.3%	9.1%	63.6%
Passed Away	2	100.0%	0.0%	0.0%
Personal Reasons	38	42.1%	2.6%	55.3%
Physical Work Environment	1	0.0%	100.0%	0.0%
Reason Not Given	4	100.0%	0.0%	0.0%
Relocation	2	100.0%	0.0%	0.0%
Relocation of Spouse	1	100.0%	0.0%	0.0%
Retirement	3	66.7%	0.0%	33.3%
Return to School	4	25.0%	25.0%	50.0%
Transfer to CN Affiliate	2	100.0%	0.0%	0.0%
Violation of Rules	3	0.0%	33.3%	66.7%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	43	76.7%	9.3%	14.0%
Accounting Supervisor I	1	100.0%	0.0%	0.0%
Buffet Associate	1	0.0%	0.0%	100.0%
Cage-Player Services Supervisor	1	100.0%	0.0%	0.0%
Card Games Shift Manager - Large	1	100.0%	0.0%	0.0%
Casino Shift Manager	2	100.0%	0.0%	0.0%
E-Games tech 1	1	100.0%	0.0%	0.0%
EVS Supervisor	1	100.0%	0.0%	0.0%
Front Office Lead	2	100.0%	0.0%	0.0%
Housekeeper	1	0.0%	100.0%	0.0%
Housekeeping-Porter	2	50.0%	0.0%	50.0%
IT Audio Visual Analyst II	1	100.0%	0.0%	0.0%
IT Property Manager	2	100.0%	0.0%	0.0%
IT Support Operations Tech III	4	75.0%	0.0%	25.0%
Lead Laundry Attendant	1	100.0%	0.0%	0.0%
Lead Main Cage Cashier	1	100.0%	0.0%	0.0%
Loyalty Marketing Supervisor	1	100.0%	0.0%	0.0%
Manager of IT Infrastructure	1	100.0%	0.0%	0.0%
Mixologist	2	100.0%	0.0%	0.0%
Player Services Administrator	1	100.0%	0.0%	0.0%
Prop E-Games Perform Manager - Lg	1	100.0%	0.0%	0.0%
Retail Cashier	1	100.0%	0.0%	0.0%
Revenue Audit Associate II	1	100.0%	0.0%	0.0%
Revenue Audit Manager I	1	100.0%	0.0%	0.0%
Room Inspector	1	0.0%	100.0%	0.0%
Saucier Cook	3	33.3%	33.3%	33.3%
Security Guard/Armed	1	100.0%	0.0%	0.0%
Shuttle Driver	1	0.0%	0.0%	100.0%
Sous Chef	2	100.0%	0.0%	0.0%
Sr Executive Casino Host	1	0.0%	100.0%	0.0%
Steakhouse Host	1	100.0%	0.0%	0.0%
Steward Supervisor	1	0.0%	0.0%	100.0%
Wardrobe Associate	1	100.0%	0.0%	0.0%

Appendix

I. Organization Level by Company

Cherokee Nation Entertainment	Total	Cherokee	Other Tribal	Non Native
Vice President and above	9	66.7%	0.0%	33.3%
Director/General Manager	36	72.2%	2.8%	25.0%
Manager	214	74.8%	3.7%	21.5%
Supervisor	295	73.9%	5.8%	20.3%
Non-Management	2,537	60.9%	6.5%	32.5%
Sub-Total:	3,091			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	27	63.0%	0.0%	37.0%
Director/General Manager	47	42.6%	8.5%	48.9%
Manager	85	62.4%	3.5%	34.1%
Supervisor	7	71.4%	0.0%	28.6%
Non-Management	319	53.6%	6.0%	40.4%
Sub-Total:	485			

Cherokee Nation Assurance	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	13	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	153	0.0%	0.7%	99.3%
Sub-Total:	166			

Cherokee Nation Construction Services	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	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:	4			

Cherokee Nation Technology	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	61	0.0%	0.0%	100.0%
Sub-Total:	65			

Cherokee Services Group	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	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:	64			

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	0.0%	0.0%	100.0%
Manager	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	37	2.7%	2.7%	94.6%
Sub-Total:	46			

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	19	5.3%	0.0%	94.7%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	168	22.0%	1.8%	76.2%
Sub-Total:	189			

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%	0.0%	100.0%
Manager	5	60.0%	0.0%	40.0%
Supervisor	8	100.0%	0.0%	0.0%
Non-Management	97	87.6%	0.0%	12.4%
Sub-Total:	111			

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	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	54	0.0%	0.0%	100.0%
Sub-Total:	67			

Cherokee Nation Healthcare Services	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	24	0.0%	0.0%	100.0%
Sub-Total:	25			

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	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			

Cherokee Nation Technology 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	6	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	24	0.0%	0.0%	100.0%
Sub-Total:	30			

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	3	0.0%	0.0%	100.0%
Supervisor	3	0.0%	0.0%	100.0%
Non-Management	4	50.0%	0.0%	50.0%
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	1	100.0%	0.0%	0.0%
Manager	30	3.3%	0.0%	96.7%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	268	0.0%	0.0%	100.0%
Sub-Total:	305			

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	17	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	175	0.6%	0.0%	99.4%
Sub-Total:	194			

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	15	6.7%	0.0%	93.3%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	351	0.0%	0.3%	99.7%
Sub-Total:	369			

Cherokee Nation Mechanical	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	0.0%	0.0%	100.0%
Supervisor	3	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
Sub-Total:	13			

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	88.9%	0.0%	11.1%
Supervisor	3	100.0%	0.0%	0.0%
Non-Management	14	85.7%	7.1%	7.1%
Sub-Total:	26			

Cherokee Nation Strategic Programs	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	55	1.8%	0.0%	98.2%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	625	0.0%	0.0%	100.0%
Sub-Total:	681			

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	16.7%	0.0%	83.3%
Supervisor	7	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
Sub-Total:	17			

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	0	0.0%	0.0%	0.0%
Non-Management	4	50.0%	25.0%	25.0%
Sub-Total:	5			

Cherokee Nation Systems 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	19	10.5%	0.0%	89.5%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	261	0.8%	0.0%	99.2%
Sub-Total:	280			

Cherokee Nation Management & Consulting	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	5	0.0%	0.0%	100.0%
Manager	94	1.1%	0.0%	98.9%
Supervisor	7	0.0%	0.0%	100.0%
Non-Management	415	0.2%	0.5%	99.3%
Sub-Total:	521			

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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	12	8.3%	0.0%	91.7%
Sub-Total:	16			

CN Federal Consulting, 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	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	39	0.0%	0.0%	100.0%
Sub-Total:	48			

Cherokee Insights, 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	1	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	17	0.0%	0.0%	100.0%
Sub-Total:	18			

Cherokee Nation Development Group, 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	1	0.0%	0.0%	100.0%
Sub-Total:	1			

Cherokee Nation Integrated Health, 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	0	0.0%	0.0%	0.0%
Non-Management	6	0.0%	0.0%	100.0%
Sub-Total:	8			

Cultural and Economic Development	Total	Cherokee	Other Tribal	Non Native
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	5	80.0%	0.0%	20.0%
Manager	22	72.7%	13.6%	13.6%
Supervisor	3	100.0%	0.0%	0.0%
Non-Management	65	86.2%	7.7%	6.2%
Sub-Total:	96			

Cultural and Economic Development	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	112	0.0%	0.0%	100.0%
Sub-Total:	131			

II. Full List of Termination Reasons	
Involuntary:	Voluntary:
Attendance	Dissatisfied with Benefits
CNGC License Denied	Dissatisfied with Career Advancement
CNGC License Revoked	Dissatisfied with Job
Contract Change	Dissatisfied with Department
Elimination of Position	Dissatisfied with Manager
End of Government Contract	Dissatisfied with Pay
End of Task Order	Dissatisfied with Shift
Terminated During Probation Period	Dissatisfied with Time Off
End Temporary Employment	Family Reasons
Failure to Meet Minimum Employment Requirements/Credentials	Felt Underappreciated
Failure to Return from Leave	No Call-No Show
Gross Misconduct	Not Challenged
Insubordination	Outdated Technology/Procedures
Misconduct	Passed Away
Misstatement on Application	Personal Reasons
No Show Orientation	Relocation
Reduction in Force	Relocation of Spouse
Security Clearance	Reason Not Given
Tardiness	Remote Work Preference
Unsatisfactory Performance	Return to School
Violation of Rules	Retirement
	Transfer to CN Affiliate
	Voluntary Separation Program
	Physical Work Environment