

CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT



February 1, 2019 as of January 31, 2018
Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Tribal Council for the month of January 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 13

Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,318	3,382	316	3,620
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,481	71.1%	6.6%	22.3%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	342	34.2%	1.8%	64.0%
<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	3,860	70.1%	6.4%	23.5%
Catoosa	1,556	49.1%	10.5%	40.4%
Ft. Gibson	127	94.5%	4.7%	0.8%
Grove	149	79.9%	4.7%	15.4%
Jay Laundry	25	96.0%	0.0%	4.0%
Ramona	148	63.5%	5.4%	31.1%
Roland	463	91.1%	2.4%	6.5%
Sallisaw	116	90.5%	2.6%	6.9%
S. Coffeyville	121	62.8%	5.8%	31.4%
Tahlequah	170	92.4%	1.8%	5.9%
West Siloam	747	88.1%	2.7%	9.2%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	235	69.4%	8.5%	22.1%
Cherokee Nation Businesses	456	71.5%	7.2%	21.3%
Cherokee Nation Property Management	17	76.5%	17.6%	5.9%
Sub-Total:	4,333	70.3%	6.6%	23.2%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	35	65.7%	5.7%	28.6%
CND LLC	173	90.2%	5.2%	4.6%
Cherokee Nation Telecommunications	14	71.4%	14.3%	14.3%
Cherokee Nation Red Wing	13	69.2%	0.0%	30.8%
Sub-Total:	235	84.3%	5.5%	10.2%
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	24	75.0%	0.0%	25.0%
Director/General Manager	67	59.7%	9.0%	31.3%
Manager	321	72.0%	4.0%	24.0%
Supervisor	197	77.2%	6.6%	16.2%
Non-Management	3,959	70.8%	6.7%	22.6%
Sub-Total:	4,568			

*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	22	13.6%	0.0%	86.4%
Cherokee Nation Businesses	46	2.2%	0.0%	97.8%
Cherokee Nation Technology	507	0.0%	0.8%	99.2%
Cherokee Services Group	62	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	52	7.7%	1.9%	90.4%
Cherokee Nation Assurance	255	0.0%	0.4%	99.6%
Cherokee Nation Construction Services	10	10.0%	0.0%	90.0%
Cherokee Nation Healthcare Services	141	0.7%	1.4%	97.9%
Cherokee Nation Government Solutions	12	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	219	0.0%	0.5%	99.5%
Cherokee CRC LLC	28	7.1%	3.6%	89.3%
Cherokee Nation 3S	202	1.0%	0.0%	99.0%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	362	0.6%	0.3%	99.2%
Cherokee Nation Mechanical	21	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	156	0.6%	0.0%	99.4%
Cherokee Nation Environmental Solutions	25	8.0%	8.0%	84.0%
Cherokee Nation Systems Solutions	63	4.8%	0.0%	95.2%
Cherokee Nation Management & Consulting	245	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	130	0.0%	0.0%	100.0%
Will Rogers Downs	192	61.5%	3.1%	35.4%
Sub-Total:	2,750	5.1%	0.7%	94.2%
<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	5	0.0%	0.0%	100.0%
Director/General Manager	37	18.9%	0.0%	81.1%
Manager	227	5.3%	0.4%	94.3%
Supervisor	30	13.3%	6.7%	80.0%
Non-Management	2,451	4.8%	0.7%	94.6%
Sub-Total:	2,750			

Additional Cherokee Nation
Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	5,287	33.3%	10.5%	56.2%
Total Positions Hired	157	49.0%	10.8%	40.1%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	152	58.6%	13.8%	27.6%
Attendance	5	80.0%	0.0%	20.0%
Failure To Meet Min Emplmt Req	6	16.7%	16.7%	66.7%
Failure to Return from Leave	2	100.0%	0.0%	0.0%
No Call-No Show	32	43.8%	18.8%	37.5%
No Show Orientation	8	37.5%	50.0%	12.5%
Resigned with Notice	30	63.3%	10.0%	26.7%
Resigned without Notice	56	67.9%	8.9%	23.2%
Violation of Rules	6	66.7%	0.0%	33.3%
Transfer to Affiliate	2	100.0%	0.0%	0.0%
Unsatisfactory Performance	1	100.0%	0.0%	0.0%
Death	1	0.0%	100.0%	0.0%
Misconduct	1	0.0%	100.0%	0.0%
CNGC License Denied	2	50.0%	0.0%	50.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	36	63.9%	8.3%	27.8%
Job Titles of Promoted Cherokees				
Production Cook				
Security Guard/Armed				
Security Guard/Unarmed				
F & B Supervisor - Level 1				
Drop Count Associate II				
EVS Casino Attendant				
Table Games Floor Lead				
Main Cage Cashier				
Sr. Dealer				
Recruiter I				
Materials Associate II				
Project Manager III				
Revenue Audit Manager II				
Mixologist				
Room Inspector				
Lead Night Clerks - Hotel				
E-Games tech 1				
Dual Rate Lead - Catoosa				
Fac./Maintenance Technician				
Sr Mgr Production Marketing				
Materials Associate III				
Players Club Supervisor				
Food and Beverage Associate				
Fac/Maint. Associate				
Casino Service Representative				
Security Supervisor				
Revenue Audit Associate I				
Cage Supervisor				
Dual Rate Lead				
Barista				
F & B Supervisor - Level 2				
Housekeeping-Porter				

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%	9.4%	21.9%
Manager	223	74.9%	1.8%	23.3%
Supervisor	189	74.6%	5.3%	20.1%
Non-Management	3,602	69.1%	6.6%	24.3%
Sub-Total:	4,052			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	23	56.5%	0.0%	43.5%
Director/General Manager	38	47.4%	5.3%	47.4%
Manager	105	62.9%	5.7%	31.4%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	327	68.5%	7.0%	24.5%
Sub-Total:	502			

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	20	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	233	0.0%	0.4%	99.6%
Sub-Total:	255			

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	4	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	2	0.0%	0.0%	100.0%
Sub-Total:	10			

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	23	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	480	0.0%	0.8%	99.2%
Sub-Total:	507			

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	57	0.0%	0.0%	100.0%
Sub-Total:	62			

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	100.0%	0.0%	0.0%
Manager	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	41	7.3%	2.4%	90.2%
Sub-Total:	52			

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	2	0.0%	50.0%	50.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	32	71.9%	3.1%	25.0%
Sub-Total:	35			

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%	100.0%	0.0%
Manager	2	50.0%	0.0%	50.0%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	164	91.5%	4.3%	4.3%
Sub-Total:	173			

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	122	7.4%	0.0%	92.6%
Sub-Total:	143			

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	132	0.0%	1.5%	98.5%
Sub-Total:	141			

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	34	0.0%	2.9%	97.1%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	182	0.0%	0.0%	100.0%
Sub-Total:	219			

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	7	0.0%	0.0%	100.0%
Supervisor	3	0.0%	33.3%	66.7%
Non-Management	17	11.8%	0.0%	88.2%
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	16	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	179	1.1%	0.0%	98.9%
Sub-Total:	202			

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	14	7.1%	0.0%	92.9%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	345	0.3%	0.3%	99.4%
Sub-Total:	362			

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	2	0.0%	0.0%	100.0%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	16	0.0%	0.0%	100.0%
Sub-Total:	22			

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	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	17	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	10	70.0%	20.0%	10.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	6	83.3%	16.7%	0.0%
Sub-Total:	17			

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	13	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	141	0.0%	0.0%	100.0%
Sub-Total:	156			

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	2	0.0%	0.0%	100.0%
Supervisor	4	0.0%	25.0%	75.0%
Non-Management	18	5.6%	5.6%	88.9%
Sub-Total:	25			

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	11	72.7%	18.2%	9.1%
Sub-Total:	14			

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	7	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	55	3.6%	0.0%	96.4%
Sub-Total:	63			

Cherokee Nation Management & Consulting	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	19	0.0%	0.0%	100.0%
Supervisor	4	0.0%	0.0%	100.0%
Non-Management	220	0.0%	0.0%	100.0%
Sub-Total:	245			

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