

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

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

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Tribal Employment

I. Overall				
	Total Employees	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses	6,801	3,702	348	2,751
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,837	73.3%	6.7%	20.1%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	537	2.2%	0.2%	97.6%
<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	4,264	72.7%	6.7%	20.6%
Catoosa	1,633	54.6%	11.7%	33.7%
Ft. Gibson	146	95.9%	3.4%	0.7%
Grove	182	84.6%	3.3%	12.1%
Jay Laundry	24	95.8%	4.2%	0.0%
Ramona	149	65.1%	4.7%	30.2%
Roland	532	90.2%	2.6%	7.1%
Sallisaw	129	88.4%	3.1%	8.5%
S. Coffeyville	116	71.6%	6.0%	22.4%
Tahlequah	187	92.0%	2.1%	5.9%
West Siloam	749	88.8%	2.1%	9.1%
Will Rogers Downs	199	61.8%	5.5%	32.7%
Blue Ribbons Downs	3	66.7%	0.0%	33.3%
Corporate	215	72.1%	9.8%	18.1%
Cherokee Nation Business	499	68.9%	6.6%	24.4%
Cherokee Nation Property Management	9	77.8%	11.1%	11.1%
Sub-Total:	4,772	72.3%	6.7%	21.0%
Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Industries	0	0.0%	0.0%	0.0%
CN Aerospace and Defense, LLC	9	88.9%	0.0%	11.1%
CND LLC	205	89.8%	5.4%	4.9%
Cherokee Nation Metal Works	0	0.0%	0.0%	0.0%
Cherokee Nat Office Solutions	2	50.0%	0.0%	50.0%
Cherokee Nation Red Wing	41	63.4%	2.4%	34.1%
Cherokee Nation Telecommunications	18	66.7%	16.7%	16.7%
Sub-Total:	275	84.0%	5.5%	10.5%
Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Technology	379	0.0%	1.3%	98.7%
Cherokee Services Group	95	3.2%	0.0%	96.8%

Cherokee Nation Security and Defense	20	15.0%	0.0%	85.0%
Cherokee Nation Assurance	135	0.7%	0.0%	99.3%
Cherokee Nation Construction Services	17	5.9%	0.0%	94.1%
Cherokee Medical Services	3	0.0%	0.0%	100.0%
Cherokee Nation Healthcare Services	234	0.0%	0.0%	100.0%
Cherokee Nation Government Solutions	8	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	326	0.0%	0.0%	100.0%
Cherokee CRC LLC	28	3.6%	10.7%	85.7%
Cherokee Nation 3S	39	7.7%	0.0%	92.3%
Cherokee Nation Construction Resources	2	100.0%	0.0%	0.0%
CN Mission Solutions	125	0.0%	0.0%	100.0%
Cherokee Nation Mechanical	22	0.0%	0.0%	100.0%
Cherokee Nation Defense Solutions	0	0.0%	0.0%	0.0%
Cherokee Nation Strategic Programs	69	1.4%	0.0%	98.6%
Cherokee Nation Environmental Solutions	6	16.7%	0.0%	83.3%
Cherokee Nation Protective Services	0	0.0%	0.0%	0.0%
Cherokee Nation Facilities Management	0	0.0%	0.0%	0.0%
Cherokee Nation Systems Solutions	1	0.0%	0.0%	100.0%
Cherokee Nation Medical Logistics	0	0.0%	0.0%	0.0%
Cherokee Nation Management & Consulting	183	0.0%	0.0%	100.0%
Cherokee Nation Diagnostic Innovations	0	0.0%	0.0%	0.0%
Cherokee Nation Red Wing	62	0.0%	0.0%	100.0%
Cherokee Nation Technology Services	0	0.0%	0.0%	0.0%
Sub-Total:	1,754	0.8%	0.2%	99.0%

III. By Organization Levels

<i>(Includes Temporary and Contract Employees)</i>	Total Employees*	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses				
Vice President and above	31	71.0%	0.0%	29.0%
Director/General Manager	95	52.6%	4.2%	43.2%
Manager	489	50.3%	3.5%	46.2%
Supervisor	226	66.4%	5.8%	27.9%
Non-Management	5,960	54.3%	5.3%	40.5%
Subtotal	6,801			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	1,946	33.5%	8.1%	58.5%
Total Positions Hired	203	73.4%	9.9%	16.7%
II. Retention				
Employees Terminated	157	67.5%	10.8%	21.7%
Attendance	3	100.0%	0.0%	0.0%

CNGC License Revoked	1	0.0%	0.0%	100.0%
Failure To Meet Min Employment Req.	3	33.3%	0.0%	66.7%
Failure to Return from Leave	6	66.7%	16.7%	16.7%
Misconduct	1	100.0%	0.0%	0.0%
No Call-No Show	29	58.6%	13.8%	27.6%
No Show Orientation	10	70.0%	20.0%	10.0%
Personal Reasons	3	100.0%	0.0%	0.0%
Resigned with Notice	32	75.0%	9.4%	15.6%
Resigned without Notice	55	69.1%	9.1%	21.8%
Transfer to Affiliate	5	80.0%	20.0%	0.0%
Unsatisfactory Performance	3	33.3%	33.3%	33.3%
Violation of Rules	6	50.0%	0.0%	50.0%
III. Promotions	Total	Cherokee	Other Tribe	Non-Native
	38	78.9%	2.6%	18.4%
Job titles of Promoted Cherokees				
Production Cook				
Room Inspector				
Drop Count Lead				
Mixologist				
Fac/Maint. Associate				
Surveillance Agent				
Saucier Cook				
Stock/Bus Person				
Banquet Set-up				
Main Cage Cashier				
Barback PM				
Casino Service Representative				
Lead Security Guard				
Security Supervisor				
Lead Smokeshop Cashier- NL				
Revenue Audit Associate I				
Drop Count Associate I				
Security Guard/Armed				
Materials Associate II				
Security Guard/Unarmed				
Mixologist- WRD				

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment				
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	33	69.7%	6.1%	24.2%
Manager	217	74.7%	2.8%	22.6%
Supervisor	201	68.7%	5.0%	26.4%
Non-Management	3,807	72.5%	7.4%	20.1%
Subtotal	4,264			
Cherokee Nation Business				
Vice President and above	24	70.8%	0.0%	29.2%
Director/General Manager	35	54.3%	5.7%	40.0%
Manager	100	66.0%	6.0%	28.0%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	331	71.3%	6.9%	21.8%
Subtotal	499			
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	11	9.1%	0.0%	90.9%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	122	0.0%	0.0%	100.0%
Subtotal	135			
Cherokee Nation Metal Works				
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%
Subtotal	0			
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	9	22.2%	0.0%	77.8%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	6	16.7%	0.0%	83.3%
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	21	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	355	0.0%	1.4%	98.6%
Subtotal	379			
Cherokee Services Group				
Vice President and above	1	0.0%	0.0%	100.0%
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	88	3.4%	0.0%	96.6%
Subtotal	95			
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	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	14	14.3%	0.0%	85.7%
Subtotal	20			
Cherokee Nation Industries				
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%
Subtotal	0			
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	2	100.0%	0.0%	0.0%
Manager	4	100.0%	0.0%	0.0%
Supervisor	7	71.4%	14.3%	14.3%
Non-Management	192	90.1%	5.2%	4.7%
Subtotal	205			
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	14	14.3%	7.1%	78.6%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	87	27.6%	0.0%	72.4%
Subtotal	103			
Cherokee Medical Services				
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	3	0.0%	0.0%	100.0%
Subtotal	3			
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	4	25.0%	0.0%	75.0%
Supervisor	2	0.0%	0.0%	100.0%
Non-Management	226	0.0%	1.3%	98.7%
Subtotal	234			
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	7	0.0%	0.0%	100.0%
Subtotal	8			

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	38	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	282	0.0%	0.0%	100.0%
Subtotal	326			
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	7	0.0%	28.6%	71.4%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	20	5.0%	5.0%	90.0%
Subtotal	28			
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	11	9.1%	0.0%	90.9%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	27	3.7%	0.0%	96.3%
Subtotal	39			
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	5	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	118	0.0%	0.0%	100.0%
Subtotal	125			

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	1	0.0%	0.0%	100.0%
Subtotal	2			
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	6	0.0%	16.7%	83.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	16	0.0%	0.0%	100.0%
Subtotal	22			
Cherokee Nation Defense 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	0	0.0%	0.0%	0.0%
Subtotal	0			
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	8	75.0%	12.5%	12.5%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Subtotal	9			
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	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	63	0.0%	0.0%	100.0%
Subtotal	69			

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	0	0.0%	0.0%	0.0%
Non-Management	6	16.7%	0.0%	83.3%
Subtotal	6			
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	50.0%	0.0%	50.0%
Non-Management	14	71.4%	21.4%	7.1%
Subtotal	18			
Cherokee Nation Protective Services				
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%
Subtotal	0			
Cherokee Nation Facilities Management				
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%
Subtotal	0			
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	1	0.0%	0.0%	100.0%
Subtotal	1			

Cherokee Nation Medical Logistics				
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%
Subtotal	0			
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	16	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	163	0.0%	0.0%	100.0%
Subtotal	183			
Cherokee Nation Diagnostic Innovations				
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%
Subtotal	0			
Cherokee Nation Technology Services				
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%
Subtotal	0			
I. Full List of Termination Reasons				
Attendance				
CNGC License Denied				
CNGC License Revoked				
Death				
Elimination of Position				
End Temporary Employment				
Failure To Meet Min Employment Req.				
Failure to Return from Leave				
Gross Misconduct				
Misconduct				

No Call-No Show				
No Show Orientation				
Personal Reasons				
Relocation				
Resignation-Other Position				
Resigned with Notice				
Resigned without Notice				
Return to School				
Short Term Disability Ended				
Transfer to Affiliate				
Unsatisfactory Performance				
Violation of Rules				
Voluntary Separation Program				