

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



July 1, 2021 as of June 30, 2021
Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Council of the Cherokee Nation for the month of June 2021

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,077	2,674	234	4,169
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	3,681	68.4%	6.1%	25.6%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	278	32.0%	1.8%	66.2%
<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	3,035	66.6%	6.4%	27.0%
Catoosa	1,152	47.0%	9.5%	43.4%
Ft. Gibson	106	88.7%	5.7%	5.7%
Grove	110	80.9%	1.8%	17.3%
Jay Laundry	17	100.0%	0.0%	0.0%
Ramona	108	62.0%	6.5%	31.5%
Roland	352	84.7%	4.3%	11.1%
Sallisaw	98	90.8%	2.0%	7.1%
S. Coffeyville	101	55.4%	8.9%	35.6%
Tahlequah	199	86.9%	2.5%	10.6%
West Siloam	517	79.9%	3.9%	16.2%
Blue Ribbons Downs	2	100.0%	0.0%	0.0%
Corporate	273	66.7%	7.0%	26.4%
Cherokee Nation Businesses	486	74.5%	5.6%	20.0%
Cherokee Nation Property Management	26	88.5%	3.8%	7.7%
Sub-Total:	3,547	67.9%	6.3%	25.9%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	60	63.3%	1.7%	35.0%
CND LLC	121	91.7%	0.0%	8.3%
Cherokee Nation Telecommunications	5	40.0%	20.0%	40.0%
Cherokee Nation Red Wing	1	0.0%	0.0%	100.0%
Sub-Total:	187	80.7%	1.1%	18.2%
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	30	76.7%	0.0%	23.3%
Director/General Manager	75	60.0%	6.7%	33.3%
Manager	317	72.6%	3.8%	23.7%
Supervisor	282	78.0%	5.3%	16.7%
Non-Management	3,030	67.3%	6.4%	26.3%
Sub-Total:	3,734			

*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	309	1.0%	0.3%	98.7%
CN Aerospace and Defense, LLC	42	0.0%	0.0%	100.0%
Cherokee Nation Businesses	85	1.2%	2.4%	96.5%
CND LLC	1	0.0%	0.0%	100.0%
Cherokee Nation Technology	75	0.0%	0.0%	100.0%
Cherokee Services Group	69	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	49	6.1%	2.0%	91.8%
Cherokee Nation Assurance	174	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	6	0.0%	0.0%	100.0%
Cherokee Nation Healthcare Services	48	0.0%	0.0%	100.0%
Cherokee Nation Government Solutions	7	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	46	0.0%	0.0%	100.0%
Cherokee CRC LLC	13	7.7%	0.0%	92.3%
Cherokee Nation 3S	302	0.7%	0.0%	99.3%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	271	0.4%	0.0%	99.6%
Cherokee Nation Mechanical	11	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	681	0.1%	0.0%	99.9%
Cherokee Nation Environmental Solutions	22	9.1%	0.0%	90.9%
Cherokee Nation Systems Solutions	253	0.8%	0.0%	99.2%
Cherokee Nation Management & Consulting	627	0.3%	0.3%	99.4%
Cherokee Nation Red Wing	74	0.0%	0.0%	100.0%
CN Solutions Link LLC	2	50.0%	0.0%	50.0%
CN Federal Consulting, LLC	3	33.3%	0.0%	66.7%
Will Rogers Downs	155	61.3%	1.9%	36.8%
Cherokee Insights, LLC	18	5.6%	0.0%	94.4%
Sub-Total:	3,343	3.5%	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	0.0%	0.0%	100.0%
Director/General Manager	32	9.4%	0.0%	90.6%
Manager	322	5.0%	0.3%	94.7%
Supervisor	47	25.5%	0.0%	74.5%
Non-Management	2,935	2.9%	0.3%	96.8%
Sub-Total:	3,343			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	1,074	38.6%	9.9%	51.5%
# of Distinct Applicants	790	38.0%	9.4%	54.9%
Total Positions Hired	94	43.6%	7.4%	48.9%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	155	57.4%	11.0%	31.6%
Attendance	6	33.3%	16.7%	50.0%
Dissatisfied with Career Advancement	1	100.0%	0.0%	0.0%
Dissatisfied with Job	9	55.6%	11.1%	33.3%
Dissatisfied with Pay	9	66.7%	22.2%	11.1%
Dissatisfied with Shift	1	0.0%	0.0%	100.0%
Failure to Return from Leave	4	75.0%	0.0%	25.0%
Family Reasons	12	41.7%	33.3%	25.0%
Felt Underappreciated	1	100.0%	0.0%	0.0%
Gross Misconduct	1	100.0%	0.0%	0.0%
No Call-No Show	29	51.7%	20.7%	27.6%
No Show Orientation	5	60.0%	0.0%	40.0%
Not Challenged	1	100.0%	0.0%	0.0%
Passed Away	1	100.0%	0.0%	0.0%
Personal Reasons	54	57.4%	1.9%	40.7%
Physical Work Environment	2	50.0%	50.0%	0.0%
Relocation	6	33.3%	16.7%	50.0%
Retirement	6	83.3%	0.0%	16.7%
Return to School	1	100.0%	0.0%	0.0%
Transfer to CN Affiliate	4	100.0%	0.0%	0.0%
Violation of Rules	2	50.0%	0.0%	50.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	13	76.9%	7.7%	15.4%
Cage Supervisor	1	100.0%	0.0%	0.0%
Casino Shift Manager	1	100.0%	0.0%	0.0%
Culinary - Utility I	1	100.0%	0.0%	0.0%
Director Purchasing	1	100.0%	0.0%	0.0%
Drop Count Lead	1	0.0%	100.0%	0.0%
Dual Rate Lead	1	0.0%	0.0%	100.0%
EVS Casino Attendant	1	100.0%	0.0%	0.0%
Lead Surveillance Agent	1	100.0%	0.0%	0.0%
Revenue Audit Associate I	1	100.0%	0.0%	0.0%
Saucier Cook	1	100.0%	0.0%	0.0%
Security Guard/Armed	2	50.0%	0.0%	50.0%
Security Supervisor	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	31	74.2%	3.2%	22.6%
Manager	218	73.4%	3.2%	23.4%
Supervisor	280	76.8%	5.4%	17.9%
Non-Management	2,652	64.6%	6.6%	28.8%
Sub-Total:	3,190			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	28	60.7%	0.0%	39.3%
Director/General Manager	46	47.8%	8.7%	43.5%
Manager	106	64.2%	4.7%	31.1%
Supervisor	8	62.5%	0.0%	37.5%
Non-Management	383	65.5%	5.2%	29.2%
Sub-Total:	571			

Cherokee Nation Assurance	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	15	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	158	0.0%	0.0%	100.0%
Sub-Total:	174			

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	3	0.0%	0.0%	100.0%
Supervisor	2	0.0%	0.0%	100.0%
Non-Management	1	0.0%	0.0%	100.0%
Sub-Total:	6			

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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	70	0.0%	0.0%	100.0%
Sub-Total:	75			

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	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	65	0.0%	0.0%	100.0%
Sub-Total:	69			

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	9	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	39	7.7%	2.6%	89.7%
Sub-Total:	49			

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	9	22.2%	11.1%	66.7%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	91	38.5%	0.0%	61.5%
Sub-Total:	102			

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	4	50.0%	0.0%	50.0%
Supervisor	8	100.0%	0.0%	0.0%
Non-Management	109	92.7%	0.0%	7.3%
Sub-Total:	122			

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	62	0.0%	0.0%	100.0%
Sub-Total:	75			

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	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	46	0.0%	0.0%	100.0%
Sub-Total:	48			

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	6	0.0%	0.0%	100.0%
Sub-Total:	7			

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	7	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:	46			

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	5	0.0%	0.0%	100.0%
Non-Management	4	25.0%	0.0%	75.0%
Sub-Total:	13			

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	29	3.4%	0.0%	96.6%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	267	0.0%	0.0%	100.0%
Sub-Total:	302			

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	20	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	249	0.4%	0.0%	99.6%
Sub-Total:	271			

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	1	100.0%	0.0%	0.0%
Manager	15	6.7%	0.0%	93.3%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	292	0.0%	0.3%	99.7%
Sub-Total:	309			

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	4	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:	11			

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	2	100.0%	0.0%	0.0%
Non-Management	15	86.7%	6.7%	6.7%
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	2	0.0%	0.0%	100.0%
Manager	50	2.0%	0.0%	98.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	629	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	2	50.0%	0.0%	50.0%
Manager	4	0.0%	0.0%	100.0%
Supervisor	8	0.0%	0.0%	100.0%
Non-Management	8	12.5%	0.0%	87.5%
Sub-Total:	22			

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	16	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	237	0.8%	0.0%	99.2%
Sub-Total:	253			

Cherokee Nation Management & Consulting	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	14	0.0%	0.0%	100.0%
Manager	92	2.2%	0.0%	97.8%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	515	0.0%	0.4%	99.6%
Sub-Total:	627			

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	0	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	2	50.0%	0.0%	50.0%
Sub-Total:	2			

CN Federal Consulting, 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	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	2	50.0%	0.0%	50.0%
Sub-Total:	3			

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			

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