

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



July 1, 2022 as of June 30, 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 June 2022**

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.....	6
III. Promotions.....	7
Appendix	8
I. Organization Level by Company.....	8
II. Full List of Termination Reasons	16

Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,579	2,500	250	4,829
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	3,791	62.1%	6.3%	31.6%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	301	27.6%	1.3%	71.1%
<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	3,096	59.5%	6.6%	33.9%
Catoosa	1,202	41.6%	8.7%	49.7%
Ft. Gibson	104	82.7%	6.7%	10.6%
Grove	107	71.0%	2.8%	26.2%
Jay Laundry	15	100.0%	0.0%	0.0%
Ramona	114	45.6%	11.4%	43.0%
Roland	347	72.9%	3.7%	23.3%
Sallisaw	161	77.0%	5.0%	18.0%
S. Coffeyville	103	48.5%	6.8%	44.7%
Tahlequah	197	81.7%	3.0%	15.2%
West Siloam	440	74.5%	3.0%	22.5%
Blue Ribbons Downs	1	100.0%	0.0%	0.0%
Corporate	305	64.6%	9.2%	26.2%
Cherokee Nation Businesses	428	65.2%	6.3%	28.5%
Cherokee Nation Property Management	31	90.3%	3.2%	6.5%
Cultural and Economic Development	128	85.9%	5.5%	8.6%
Sub-Total:	3,683	58.4%	6.3%	31.9%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	64	57.8%	4.7%	37.5%
CND LLC	99	88.9%	0.0%	11.1%
Cherokee Nation Telecommunications	5	40.0%	20.0%	40.0%
Cherokee Nation Red Wing	1	0.0%	0.0%	100.0%
Cherokee Nation Armored Solutions, LLC	4	0.0%	0.0%	100.0%
Sub-Total:	173	73.4%	2.3%	22.0%
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	33	72.7%	0.0%	27.3%
Director/General Manager	83	62.7%	6.0%	31.3%
Manager	337	72.7%	3.3%	24.0%
Supervisor	311	76.8%	5.8%	17.4%
Non-Management	3,092	59.1%	6.7%	34.2%
Sub-Total:	3,856			

*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	372	0.5%	0.3%	99.2%
CN Aerospace and Defense, LLC	121	0.0%	0.0%	100.0%
Cherokee Nation Businesses	107	4.7%	0.0%	95.3%
CND LLC	31	0.0%	0.0%	100.0%
Cherokee Nation Technology	41	0.0%	0.0%	100.0%
Cherokee Services Group	58	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	40	0.0%	2.5%	97.5%
Cherokee Nation Assurance	127	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	3	0.0%	0.0%	100.0%
Cherokee Nation Healthcare Services	21	0.0%	0.0%	100.0%
Cherokee Nation Government Solutions	0	0.0%	0.0%	0.0%
Cherokee Nation Technology Solutions	29	0.0%	0.0%	100.0%
Cherokee CRC LLC	9	11.1%	0.0%	88.9%
Cherokee Nation 3S	337	0.6%	0.0%	99.4%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	167	0.6%	0.0%	99.4%
Cherokee Nation Mechanical	13	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	644	0.0%	0.0%	100.0%
Cherokee Nation Environmental Solutions	18	11.1%	0.0%	88.9%
Cherokee Nation Systems Solutions	369	1.4%	0.0%	98.6%
Cherokee Nation Management & Consulting	490	0.4%	0.4%	99.2%
Cherokee Nation Red Wing	74	0.0%	0.0%	100.0%
CN Solutions Link LLC	15	6.7%	0.0%	93.3%
CN Federal Consulting, LLC	292	1.0%	0.0%	99.0%
Will Rogers Downs	155	55.5%	2.6%	41.9%
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	17	11.8%	0.0%	88.2%
Preting, LLC	154	0.0%	0.0%	100.0%
Sub-Total:	3,723	3.0%	0.2%	95.9%

****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.**

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	6	0.0%	0.0%	100.0%
Director/General Manager	34	14.7%	0.0%	85.3%
Manager	419	4.8%	0.0%	95.2%
Supervisor	47	23.4%	0.0%	76.6%
Non-Management	3,217	2.4%	0.2%	97.4%
Sub-Total:	3,723			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	1,777	37.0%	10.0%	53.0%
# of Distinct Applicants	1,264	37.3%	9.2%	54.2%
Total Positions Hired	217	30.4%	8.8%	60.8%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	157	50.3%	7.0%	42.7%
Attendance	4	50.0%	0.0%	50.0%
Dissatisfied with Department	1	100.0%	0.0%	0.0%
Dissatisfied with Job	7	100.0%	0.0%	0.0%
Dissatisfied with Manager	1	100.0%	0.0%	0.0%
Dissatisfied with Pay	12	50.0%	16.7%	33.3%
Failure to Return from Leave	3	33.3%	66.7%	0.0%
Family Reasons	7	57.1%	0.0%	42.9%
Gross Misconduct	1	0.0%	0.0%	100.0%
No Call-No Show	30	46.7%	6.7%	46.7%
No Show Orientation	14	21.4%	0.0%	78.6%
Passed Away	1	100.0%	0.0%	0.0%
Personal Reasons	37	56.8%	2.7%	40.5%
Reason Not Given	13	38.5%	0.0%	61.5%
Relocation	7	42.9%	28.6%	28.6%
Resigned in lieu of termination	2	50.0%	50.0%	0.0%
Retirement	4	75.0%	25.0%	0.0%
Return to School	2	50.0%	0.0%	50.0%
Transfer to CN Affiliate	3	100.0%	0.0%	0.0%
Violation of Rules	8	25.0%	0.0%	75.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	36	75.0%	2.8%	22.2%
Baker 2	2	100.0%	0.0%	0.0%
Banquet Server	1	100.0%	0.0%	0.0%
Cage-Player Services Supervisor	1	0.0%	0.0%	100.0%
Culinary - Utility II	1	100.0%	0.0%	0.0%
Dual Rate Lead	2	100.0%	0.0%	0.0%
EVS Lead Casino Attendant	1	100.0%	0.0%	0.0%
EVS Supervisor	1	0.0%	0.0%	100.0%
F & B Supervisor - Level 1	1	100.0%	0.0%	0.0%
F & B Supervisor - Level 3	1	100.0%	0.0%	0.0%
Facilities/Maintenance Associate	1	100.0%	0.0%	0.0%
Food and Beverage Attendant	3	66.7%	0.0%	33.3%
Front Office Lead	1	100.0%	0.0%	0.0%
Human Resources Manager Large	1	100.0%	0.0%	0.0%
Lead Facilities Maintenance Associate	1	100.0%	0.0%	0.0%
Lead Facility Maintenance Associate	1	100.0%	0.0%	0.0%
Lead Racing Maintenance Associate	1	100.0%	0.0%	0.0%
Lead Security Guard	2	50.0%	50.0%	0.0%
Main Cage Cashier	1	0.0%	0.0%	100.0%
Mixologist	1	100.0%	0.0%	0.0%
Mutuel Teller	1	100.0%	0.0%	0.0%
Pantry Cook	1	100.0%	0.0%	0.0%
Player Development Specialist	1	0.0%	0.0%	100.0%
Production Cook	2	100.0%	0.0%	0.0%
Room Inspector	1	0.0%	0.0%	100.0%
Saucier Cook	1	0.0%	0.0%	100.0%
Sr Security Officer	2	50.0%	0.0%	50.0%
Supervisor Security	1	100.0%	0.0%	0.0%
Surveillance Agent	1	100.0%	0.0%	0.0%
Wok Cook	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	39	69.2%	2.6%	28.2%
Manager	217	75.1%	2.3%	22.6%
Supervisor	302	74.8%	6.0%	19.2%
Non-Management	2,684	56.1%	6.8%	37.0%
Sub-Total:	3,251			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	29	58.6%	0.0%	41.4%
Director/General Manager	49	46.9%	8.2%	44.9%
Manager	97	58.8%	3.1%	38.1%
Supervisor	7	85.7%	0.0%	14.3%
Non-Management	353	51.3%	5.7%	43.1%
Sub-Total:	535			

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	9	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	118	0.0%	0.0%	100.0%
Sub-Total:	127			

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	1	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:	3			

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	37	0.0%	0.0%	100.0%
Sub-Total:	41			

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	56	0.0%	0.0%	100.0%
Sub-Total:	58			

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	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	34	0.0%	2.9%	97.1%
Sub-Total:	40			

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	22	4.5%	0.0%	95.5%
Supervisor	2	50.0%	0.0%	50.0%
Non-Management	160	21.9%	1.9%	76.3%
Sub-Total:	185			

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	14	28.6%	0.0%	71.4%
Supervisor	7	100.0%	0.0%	0.0%
Non-Management	108	71.3%	0.0%	28.7%
Sub-Total:	130			

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	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	64	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	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	20	0.0%	0.0%	100.0%
Sub-Total:	21			

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	23	0.0%	0.0%	100.0%
Sub-Total:	29			

Cherokee CRC, 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	3	0.0%	0.0%	100.0%
Supervisor	2	0.0%	0.0%	100.0%
Non-Management	4	25.0%	0.0%	75.0%
Sub-Total:	9			

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	37	2.7%	0.0%	97.3%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	293	0.0%	0.0%	100.0%
Sub-Total:	337			

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	1	0.0%	0.0%	100.0%
Manager	13	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	153	0.7%	0.0%	99.3%
Sub-Total:	167			

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	3	33.3%	0.0%	66.7%
Manager	18	0.0%	0.0%	100.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	350	0.0%	0.3%	99.7%
Sub-Total:	372			

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	5	100.0%	0.0%	0.0%
Non-Management	17	88.2%	5.9%	5.9%
Sub-Total:	31			

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	44	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	599	0.0%	0.0%	100.0%
Sub-Total:	644			

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	5	20.0%	0.0%	80.0%
Supervisor	8	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
Sub-Total:	18			

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	1	0.0%	0.0%	100.0%
Manager	31	9.7%	0.0%	90.3%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	331	0.6%	0.0%	99.4%
Sub-Total:	369			

Cherokee Nation Management & Consulting	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	8	0.0%	0.0%	100.0%
Manager	94	1.1%	0.0%	98.9%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	383	0.3%	0.5%	99.2%
Sub-Total:	490			

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	11	9.1%	0.0%	90.9%
Sub-Total:	15			

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	100.0%	0.0%	0.0%
Manager	54	1.9%	0.0%	98.1%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	237	0.4%	0.0%	99.6%
Sub-Total:	292			

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	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	15	0.0%	0.0%	100.0%
Sub-Total:	17			

Cultural and Economic Development	Total	Cherokee	Other Tribal	Non Native
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	4	75.0%	0.0%	25.0%
Manager	28	78.6%	10.7%	10.7%
Supervisor	4	100.0%	0.0%	0.0%
Non-Management	91	87.9%	4.4%	7.7%
Sub-Total:	128			

Preting, 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	18	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	135	0.0%	0.0%	100.0%
Sub-Total:	154			

Cherokee Nation Armored Solutions, 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%	100.0%
Manager	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	3	0.0%	0.0%	100.0%
Sub-Total:	4			

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