

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**CHEROKEE NATION™**  
Businesses

**January 1, 2018 as of December 31, 2017  
Compiled by Barbara Knowlton, CNB  
Director of Corporate Administration  
Standard Report to the Tribal Council for the month of December 2017**

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# Tribal Employment

<b>I. Overall</b>				
	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
<b>All Cherokee Nation Businesses</b>	<b>6,803</b>	<b>3,567</b>	<b>341</b>	<b>2,895</b>
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Businesses- Preference</b>	<b>4,535</b>	<b>73.5%</b>	<b>6.9%</b>	<b>19.6%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
<b>Cherokee Nation Businesses- Non Preference</b>	<b>308</b>	<b>38.3%</b>	<b>3.6%</b>	<b>58.1%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we can't practice preference)</i>				
<b>II. By Company</b>				
<b>Cherokee Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Entertainment</b>	<b>3,926</b>	<b>72.4%</b>	<b>6.9%</b>	<b>20.7%</b>
Catoosa	1,577	52.7%	11.5%	35.8%
Ft. Gibson	148	94.6%	4.1%	1.3%
Grove	158	86.1%	4.4%	9.5%
Jay Laundry	26	100.0%	0.0%	0.0%
Ramona	139	65.5%	5.8%	28.7%
Roland	494	89.7%	2.8%	7.5%
Sallisaw	124	91.1%	2.4%	6.5%
S. Coffeyville	122	68.9%	9.0%	22.1%
Tahlequah	173	91.9%	1.7%	6.4%
West Siloam	741	88.9%	2.3%	8.8%
Blue Ribbons Downs	3	66.7%	0.0%	33.3%
Corporate	221	71.9%	9.5%	18.6%
<b>Cherokee Nation Business</b>	<b>442</b>	<b>73.5%</b>	<b>6.8%</b>	<b>19.7%</b>
<b>Cherokee Nation Property Management</b>	<b>11</b>	<b>72.7%</b>	<b>18.2%</b>	<b>9.1%</b>
<b>Sub-Total:</b>	<b>4,379</b>	<b>72.5%</b>	<b>6.9%</b>	<b>20.6%</b>
<b>Native American Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>				
<b>CN Aerospace and Defense, LLC</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>CND LLC</b>	<b>238</b>	<b>90.3%</b>	<b>4.2%</b>	<b>5.5%</b>
<b>Cherokee Nat Office Solutions</b>	<b>1</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Red Wing</b>	<b>27</b>	<b>74.1%</b>	<b>3.7%</b>	<b>22.2%</b>
<b>Cherokee Nation Telecommunications</b>	<b>17</b>	<b>70.6%</b>	<b>17.6%</b>	<b>11.8%</b>
<b>Sub-Total:</b>	<b>283</b>	<b>87.7%</b>	<b>4.9%</b>	<b>7.4%</b>
<b>Non-Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Businesses</b>	<b>37</b>	<b>2.7%</b>	<b>0.0%</b>	<b>97.3%</b>
<b>Cherokee Nation Technology</b>	<b>360</b>	<b>0.0%</b>	<b>1.4%</b>	<b>98.6%</b>
<b>Cherokee Services Group</b>	<b>82</b>	<b>2.4%</b>	<b>0.0%</b>	<b>97.6%</b>
<b>Cherokee Nation Security and Defense</b>	<b>27</b>	<b>14.8%</b>	<b>0.0%</b>	<b>85.2%</b>
<b>Cherokee Nation Assurance</b>	<b>181</b>	<b>0.6%</b>	<b>0.0%</b>	<b>99.4%</b>

<b>Cherokee Nation Construction Services</b>	<b>15</b>	<b>26.7%</b>	<b>6.7%</b>	<b>66.7%</b>
<b>Cherokee Nation Healthcare Services</b>	<b>168</b>	<b>0.6%</b>	<b>1.2%</b>	<b>98.2%</b>
<b>Cherokee Nation Government Solutions</b>	<b>11</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Technology Solutions</b>	<b>308</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee CRC LLC</b>	<b>30</b>	<b>3.3%</b>	<b>6.7%</b>	<b>90.0%</b>
<b>Cherokee Nation 3S</b>	<b>124</b>	<b>2.4%</b>	<b>0.8%</b>	<b>96.8%</b>
<b>Cherokee Nation Construction Resources</b>	<b>2</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>CN Mission Solutions</b>	<b>191</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Mechanical</b>	<b>19</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Strategic Programs</b>	<b>90</b>	<b>1.1%</b>	<b>0.0%</b>	<b>98.9%</b>
<b>Cherokee Nation Environmental Solutions</b>	<b>6</b>	<b>16.7%</b>	<b>0.0%</b>	<b>83.3%</b>
<b>Cherokee Nation Systems Solutions</b>	<b>12</b>	<b>8.3%</b>	<b>0.0%</b>	<b>91.7%</b>
<b>Cherokee Nation Management &amp; Consulting</b>	<b>214</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Red Wing</b>	<b>74</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Will Rogers Downs</b>	<b>190</b>	<b>64.2%</b>	<b>6.3%</b>	<b>29.5%</b>
<b>Sub-Total:</b>	<b>2,141</b>	<b>6.7%</b>	<b>1.1%</b>	<b>92.2%</b>

### III. By Organization Levels

*(Includes Temporary and Contract Employees)*

	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
<b>All Cherokee Nation Businesses</b>				
Vice President and above	30	70.0%	0.0%	30.0%
Director/General Manager	93	50.5%	5.4%	44.1%
Manager	495	49.3%	3.0%	47.7%
Supervisor	222	68.9%	7.2%	23.9%
Non-Management	5,963	52.0%	5.1%	42.9%
<b>Subtotal</b>	<b>6,803</b>			

### Additional Cherokee Nation Entertainment Information

<b>I. Hiring Practices</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
Active Resumes/Applications	1,504	32.0%	7.6%	60.4%
Total Positions Hired	106	59.5%	16.0%	24.5%
<b>II. Retention</b>				
<b>Employees Terminated</b>	<b>115</b>	<b>68.7%</b>	<b>9.6%</b>	<b>21.7%</b>
Death	1	100.0%	0.0%	0.0%
End Temporary Employment	1	100.0%	0.0%	0.0%
Failure To Meet Min Emplmt Req	7	28.6%	42.9%	28.6%
Failure to Return from Leave	3	66.7%	33.3%	0.0%
Misconduct	1	100.0%	0.0%	0.0%
No Call-No Show	20	65.0%	10.0%	25.0%
No Show Orientation	1	100.0%	0.0%	0.0%
Personal Reasons	1	100.0%	0.0%	0.0%
Resigned with Notice	32	62.5%	3.1%	34.4%

Resigned without Notice	41	75.6%	9.8%	14.6%
Short Term Disability Ended	1	100.0%	0.0%	0.0%
Transfer to Affiliate	3	100.0%	0.0%	0.0%
Violation of Rules	3	66.7%	0.0%	33.3%
<b>III. Promotions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>	<b>Non-Native</b>
	<b>52</b>	<b>76.9%</b>	<b>5.8%</b>	<b>17.3%</b>
<b>Job titles of Promoted Cherokees</b>				
Drop Count Associate II				
Materials Associate II				
Revenue Audit Associate II				
Mixologist				
Housekeeping-Porter				
Drop Count Lead				
EVS Casino Attendant				
Table Games Floor Lead				
Lead Fac.Maintenance Associate				
Kitchen Appl. Repair. Apprenti				
Security Guard/Armed				
Security Supervisor				
Lead Security Guard				
Surveillance Agent				
Marktg Offer Set-up Coord I				
Hotel Detective				
Director, Loyalty Marketing				
Materials Associate				
Saucier Cook				
Revenue Audit Associate I				
Cashiering Supervisor				
Drop Count Associate I				
Lead Laundry Attendant				
Culinary - Utility II				
F & B Manager - Level 2				
Lead Cashier-NL				
Main Cage Cashier				
Lead Main Cage Cashier				
Sr. Dealer				
Stock/Bus Person				
Fac/Maint. Associate				
Casino Ops. Mgr. - Med				
WRD Customer Service Rep.				
Lead Racing Maintenance Associ				
Security Guard/Unarmed				

# Appendix

<b>I. Organization Level by Company</b>				
<b>Cherokee Nation Entertainment</b>				
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	32	71.9%	9.4%	18.7%
Manager	211	74.9%	2.4%	22.7%
Supervisor	197	71.1%	5.6%	23.3%
Non-Management	3,670	71.9%	7.2%	20.9%
<b>Subtotal</b>	<b>4,116</b>			
<b>Cherokee Nation Business</b>				
Vice President and above	23	65.2%	0.0%	34.8%
Director/General Manager	33	54.5%	6.1%	39.4%
Manager	103	65.0%	6.8%	28.2%
Supervisor	9	77.8%	22.2%	0.0%
Non-Management	311	70.4%	6.1%	23.5%
<b>Subtotal</b>	<b>479</b>			
<b>Cherokee Nation Assurance</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	13	7.7%	0.0%	92.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	166	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>181</b>			
<b>Cherokee Nation Construction Services</b>				
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%	11.1%	66.7%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	3	33.3%	0.0%	66.7%
<b>Subtotal</b>	<b>15</b>			
<b>Cherokee Nation Technology</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	4	0.0%	0.0%	100.0%
Manager	21	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	335	0.0%	1.5%	98.5%
<b>Subtotal</b>	<b>360</b>			

<b>Cherokee Services Group</b>				
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	0	0.0%	0.0%	0.0%
Non-Management	76	2.6%	0.0%	97.4%
<b>Subtotal</b>	<b>82</b>			
<b>Cherokee Nation Security and Defense</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	6	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	20	15.0%	0.0%	85.0%
<b>Subtotal</b>	<b>27</b>			
<b>CN Aerospace and Defense, LLC</b>				
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%
<b>Subtotal</b>	<b>0</b>			
<b>CND LLC</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	5	80.0%	0.0%	20.0%
Supervisor	7	71.4%	14.3%	14.3%
Non-Management	226	91.2%	4.0%	4.8%
<b>Subtotal</b>	<b>238</b>			
<b>Cherokee Nation Red Wing</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	16	12.5%	6.3%	81.2%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	84	21.4%	0.0%	78.6%
<b>Subtotal</b>	<b>101</b>			

<b>Cherokee Nation Healthcare Services</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	3	33.3%	0.0%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	163	0.0%	1.2%	98.8%
<b>Subtotal</b>	<b>168</b>			
<b>Cherokee Nation Government Solutions</b>				
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	10	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>11</b>			
<b>Cherokee Nation Technology Solutions</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	5	0.0%	0.0%	100.0%
Manager	39	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	264	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>308</b>			
<b>Cherokee CRC LLC</b>				
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	4	0.0%	25.0%	75.0%
Non-Management	20	5.0%	5.0%	90.0%
<b>Subtotal</b>	<b>30</b>			
<b>Cherokee Nation 3S</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	13	7.7%	0.0%	92.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	110	0.9%	0.9%	98.2%
<b>Subtotal</b>	<b>124</b>			



<b>Cherokee Nation Construction Resources</b>				
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%
<b>Subtotal</b>	<b>2</b>			
<b>CN Mission Solutions</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	10	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	178	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>191</b>			
<b>Cherokee Nat Office Solutions</b>				
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	0	0.0%	0.0%	0.0%
<b>Subtotal</b>	<b>1</b>			
<b>Cherokee Nation Mechanical</b>				
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	15	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>19</b>			
<b>Cherokee Nation Property Mgt.</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	9	77.8%	11.1%	11.1%
Supervisor	1	0.0%	100.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
<b>Subtotal</b>	<b>11</b>			

<b>Cherokee Nation Strategic Programs</b>				
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	84	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>90</b>			
<b>Cherokee Nation Environmental Solutions</b>				
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	5	20.0%	0.0%	80.0%
<b>Subtotal</b>	<b>6</b>			
<b>Cherokee Nation Telecommunications</b>				
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	0	0.0%	0.0%	0.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	14	71.4%	21.4%	7.2%
<b>Subtotal</b>	<b>17</b>			
<b>Cherokee Nation Systems Solutions</b>				
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	11	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>12</b>			
<b>Cherokee Nation Management &amp; Consulting</b>				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	14	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	196	0.0%	0.0%	100.0%
<b>Subtotal</b>	<b>214</b>			

<b>I. Full List of Termination Reasons</b>				
Attendance				
Child/House Care				
CNGC License Denied				
CNGC License Revoked				
Death				
Discharge				
Dissatisfied w/Fellow Employee				
Dissatisfied with Hours				
Dissatisfied with Pay				
Dissatisfied with Supervision				
Early Retirement				
Elimination of Position				
End Temporary Employment				
Failure To Meet Min Employment Req.				
Failure to Return from Leave				
Family Reasons				
Gross Misconduct				
Health Reasons				
Illness in Family				
Job Abandonment				
Misconduct				
Misstatement on Application				
No Call-No Show				
No Show Orientation				
Partial/Total Disability				
Personal Reasons				
Relocation				
Resignation				
Resignation-Other Position				
Resigned with Notice				
Resigned without Notice				
Return to School				
Short Term Disability Ended				
Staff Reduction				
Tardiness				
Transfer to Affiliate				
Unforeseen Circumstances				
Unsatisfactory Performance				
Violation of Rules				
Voluntary Separation Program				