

CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT



June 1, 2019 as of May 31, 2019

Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Tribal Council for the month of May 2019



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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,498	3,408	311	3,779
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,541	70.3%	6.3%	23.4%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	335	33.4%	1.8%	64.8%
<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				
	Total Employees	Cherokee	Other Tribal	Non-Native
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Entertainment	3,935	69.2%	6.3%	24.6%
Catoosa	1,598	47.1%	9.8%	43.1%
Ft. Gibson	123	93.5%	4.9%	1.6%
Grove	153	83.0%	2.6%	14.4%
Jay Laundry	23	95.7%	0.0%	4.3%
Ramona	139	66.2%	5.0%	28.8%
Roland	469	90.6%	2.6%	6.8%
Sallisaw	118	90.7%	2.5%	6.8%
S. Coffeyville	114	60.5%	6.1%	33.3%
Tahlequah	238	89.1%	3.8%	7.1%
West Siloam	722	88.0%	2.9%	9.1%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	235	69.4%	8.5%	22.1%
Cherokee Nation Businesses	470	71.5%	6.6%	21.9%
Cherokee Nation Property Management	22	81.8%	13.6%	4.5%
Sub-Total:	4,427	69.5%	6.3%	24.2%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	21	71.4%	4.8%	23.8%
CND LLC	173	89.6%	5.8%	4.6%
Cherokee Nation Telecommunications	14	71.4%	14.3%	14.3%
Cherokee Nation Red Wing	20	60.0%	0.0%	40.0%
Sub-Total:	228	84.2%	5.7%	10.1%
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	2,484	73.1%	5.0%	21.9%
Director/General Manager	46	65.2%	13.0%	21.7%
Manager	229	72.5%	4.4%	23.1%
Supervisor	113	72.6%	11.5%	15.9%
Non-Management	1,783	65.8%	7.8%	26.4%
Sub-Total:	4,655			

*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	23	13.0%	0.0%	87.0%
Cherokee Nation Businesses	54	0.0%	0.0%	100.0%
Cherokee Nation Technology	288	0.0%	1.0%	99.0%
Cherokee Services Group	60	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	55	7.3%	1.8%	90.9%
Cherokee Nation Assurance	263	0.0%	0.4%	99.6%
Cherokee Nation Construction Services	11	9.1%	0.0%	90.9%
Cherokee Nation Healthcare Services	167	0.6%	1.2%	98.2%
Cherokee Nation Government Solutions	10	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	142	0.0%	0.0%	100.0%
Cherokee CRC LLC	27	3.7%	3.7%	92.6%
Cherokee Nation 3S	193	1.6%	0.0%	98.4%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	407	0.2%	0.2%	99.5%
Cherokee Nation Mechanical	22	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	462	0.2%	0.2%	99.6%
Cherokee Nation Environmental Solutions	23	13.0%	4.3%	82.6%
Cherokee Nation Systems Solutions	72	5.6%	1.4%	93.1%
Cherokee Nation Management & Consulting	242	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	133	0.8%	0.0%	99.2%
Will Rogers Downs	189	61.9%	3.2%	34.9%
Sub-Total:	2,843	4.9%	0.6%	94.4%
<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	2,337	3.9%	0.6%	95.5%
Director/General Manager	9	55.6%	0.0%	44.4%
Manager	36	19.4%	0.0%	80.6%
Supervisor	8	25.0%	0.0%	75.0%
Non-Management	453	7.7%	0.9%	91.4%
Sub-Total:	2,843			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	5,109	44.8%	7.3%	47.9%
Total Positions Hired	193	61.1%	4.1%	34.7%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	167	60.5%	8.4%	31.1%
Failure To Meet Min Emplmt Req	1	100.0%	0.0%	0.0%
Failure to Return from Leave	3	33.3%	0.0%	66.7%
No Call-No Show	46	58.7%	6.5%	34.8%
No Show Orientation	7	71.4%	0.0%	28.6%
Resigned with Notice	50	58.0%	14.0%	28.0%
Resigned without Notice	49	65.3%	6.1%	28.6%
Resignation-Other Position	2	0.0%	0.0%	100.0%
End Temporary Employment	1	100.0%	0.0%	0.0%
Gross Misconduct	1	100.0%	0.0%	0.0%
Attendance	4	50.0%	25.0%	25.0%
Misconduct	2	100.0%	0.0%	0.0%
Death	1	0.0%	0.0%	100.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	50	80.0%	2.0%	18.0%
Production Cook				
Security Guard/Armed				
Security Guard/Unarmed				
EVS Casino Attendant				
Materials Associate II				
Revenue Audit Associate III				
Lead Security Guard				
Pantry Person				
Sr. Table Games Dual Rate				
EVS Lead Casino Attendant				
Drop Count Associate I				
Cocktail Server- WRD				
Asst. Golf Professional				
Loss Prevention Agent II				
Loss Prevention Agent III				
Accounting Supervisor II				
Saucier Cook				
Gaming Performance Analyst				
Executive Casino Host				
Hard Rock Retail Lead Assoc.				
Lead Gaming Floor Cashier				
Lead Surveillance Agent				
Housekeeping Supervisor				
Lead Cashier				
Lead Players Club Rep				
Wok Cook				
Food and Beverage Associate				
Barista				
Multi-Purpose Banquet Houseman				

Appendix

I. Organization Level by Company

Cherokee Nation Entertainment	Total	Cherokee	Other Tribal	Non Native
Vice President and above	2,294	72.7%	5.1%	22.2%
Director/General Manager	27	70.4%	11.1%	18.5%
Manager	165	74.5%	2.4%	23.0%
Supervisor	107	70.1%	8.4%	21.5%
Non-Management	1,531	62.4%	7.7%	29.9%
Sub-Total:	4,124			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	245	58.0%	3.7%	38.4%
Director/General Manager	18	61.1%	11.1%	27.8%
Manager	63	71.4%	7.9%	20.6%
Supervisor	7	57.1%	28.6%	14.3%
Non-Management	191	70.2%	6.8%	23.0%
Sub-Total:	524			

Cherokee Nation Assurance	Total	Cherokee	Other Tribal	Non Native
Vice President and above	227	0.0%	0.4%	99.6%
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	34	0.0%	0.0%	100.0%
Sub-Total:	263			

Cherokee Nation Construction Services	Total	Cherokee	Other Tribal	Non Native
Vice President and above	9	0.0%	0.0%	100.0%
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%
Sub-Total:	11			

Cherokee Nation Technology	Total	Cherokee	Other Tribal	Non Native
Vice President and above	247	0.0%	0.8%	99.2%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	38	0.0%	2.6%	97.4%
Sub-Total:	288			

Cherokee Services Group	Total	Cherokee	Other Tribal	Non Native
Vice President and above	34	0.0%	0.0%	100.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	2	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:	60			

Cherokee Nation Security and Defense	Total	Cherokee	Other Tribal	Non Native
Vice President and above	50	6.0%	0.0%	94.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	3	0.0%	33.3%	66.7%
Sub-Total:	55			

CN Aerospace and Defense, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	13	61.5%	0.0%	38.5%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	1	0.0%	100.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	7	100.0%	0.0%	0.0%
Sub-Total:	21			

CND LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	52	96.2%	1.9%	1.9%
Director/General Manager	1	0.0%	100.0%	0.0%
Manager	2	50.0%	0.0%	50.0%
Supervisor	5	80.0%	20.0%	0.0%
Non-Management	113	88.5%	6.2%	5.3%
Sub-Total:	173			

Cherokee Nation Red Wing	Total	Cherokee	Other Tribal	Non Native
Vice President and above	131	7.6%	0.0%	92.4%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	18	11.1%	0.0%	88.9%
Sub-Total:	153			

Cherokee Nation Healthcare Services	Total	Cherokee	Other Tribal	Non Native
Vice President and above	127	0.8%	1.6%	97.6%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	0	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	39	0.0%	0.0%	100.0%
Sub-Total:	167			

Cherokee Nation Government Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	10	0.0%	0.0%	100.0%
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:	10			

Cherokee Nation Technology Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	130	0.0%	0.0%	100.0%
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:	142			

Cherokee CRC, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	22	0.0%	4.5%	95.5%
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	25.0%	0.0%	75.0%
Sub-Total:	27			

Cherokee Nation 3S	Total	Cherokee	Other Tribal	Non Native
Vice President and above	177	1.1%	0.0%	98.9%
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	15	6.7%	0.0%	93.3%
Sub-Total:	193			

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	325	0.3%	0.3%	99.4%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	79	0.0%	0.0%	100.0%
Sub-Total:	407			

Cherokee Nation Operational Solutions, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	17	11.8%	0.0%	88.2%
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%
Sub-Total:	23			

Cherokee Nation Mechanical	Total	Cherokee	Other Tribal	Non Native
Vice President and above	20	0.0%	0.0%	100.0%
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	1	0.0%	0.0%	100.0%
Sub-Total:	22			

Cherokee Nation Property Management	Total	Cherokee	Other Tribal	Non Native
Vice President and above	11	90.9%	9.1%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	5	80.0%	0.0%	20.0%
Supervisor	2	50.0%	50.0%	0.0%
Non-Management	4	75.0%	25.0%	0.0%
Sub-Total:	22			

Cherokee Nation Strategic Programs	Total	Cherokee	Other Tribal	Non Native
Vice President and above	373	0.0%	0.3%	99.7%
Director/General Manager	2	50.0%	0.0%	50.0%
Manager	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	83	0.0%	0.0%	100.0%
Sub-Total:	462			

Cherokee Nation Environmental Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	20	15.0%	5.0%	80.0%
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	1	0.0%	0.0%	100.0%
Sub-Total:	23			

Cherokee Nation Telecommunications	Total	Cherokee	Other Tribal	Non Native
Vice President and above	6	100.0%	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	57.1%	28.6%	14.3%
Sub-Total:	14			

Cherokee Nation Systems Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	59	3.4%	1.7%	94.9%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	10	10.0%	0.0%	90.0%
Sub-Total:	72			

Cherokee Nation Management & Consulting	Total	Cherokee	Other Tribal	Non Native
Vice President and above	222	0.0%	0.0%	100.0%
Director/General Manager	0	0.0%	0.0%	0.0%
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:	242			

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