

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**May 2, 2016  
Compiled by Barbara Knowlton, CNB  
Director of Corporate Administration  
Standard Report to the Tribal Council for the month of April 2016**

# I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation Businesses (Including All Employees)</b>	<b>6555</b>		
1A.	<b>Cherokee Nation Businesses</b> <i>(Excluding Contract and Temporary Employees, including companies where we can't practice preference)</i>	<b>4941</b>	<b>69.3%</b>	<b>7.4%</b>
1B.	<b>Cherokee Nation Businesses</b> <i>(Excluding Contract and Temporary Employees, including companies where we can practice preference)</i>	<b>4654</b>	<b>72.9%</b>	<b>7.8%</b>
<b>B.</b>	<b>1. Cherokee Nation Entertainment</b>	<b>4046</b>	<b>72.7%</b>	<b>8.0%</b>
	2. Catoosa		55.9%	13.0%
	3. Ft. Gibson		95.1%	4.3%
	4. Jay Laundry		95.7%	4.3%
	5. Ramona		66.7%	4.8%
	6. Roland		87.4%	3.8%
	7. Sallisaw		87.8%	4.1%
	8. S. Coffeyville		78.0%	4.9%
	9. Tahlequah		91.4%	2.1%
	10. West Siloam		85.6%	3.8%
	11. Will Rogers Downs		65.7%	6.0%
	12. Blue Ribbons Downs		66.7%	0.0%
	13. Corporate		72.3%	10.0%
<b>C.</b>	<b>Cherokee Nation Business</b>	<b>443</b>	<b>68.2%</b>	<b>7.7%</b>
<b>D.</b>	<b>Cherokee Nation Assurance</b>	<b>98</b>	<b>1.0%</b>	<b>0.0%</b>
<b>E.</b>	<b>Cherokee Nation Metal Works</b>	<b>39</b>	<b>82.1%</b>	<b>2.6%</b>
<b>F.</b>	<b>Cherokee Nation Construction Services</b>	<b>18</b>	<b>0.0%</b>	<b>0.0%</b>
<b>G.</b>	<b>Cherokee Nation Technology</b>	<b>334</b>	<b>0.0%</b>	<b>0.0%</b>
<b>H.</b>	<b>Cherokee Services Group</b>	<b>91</b>	<b>0.0%</b>	<b>0.0%</b>
<b>I.</b>	<b>Cherokee Security and Defense</b>	<b>17</b>	<b>23.5%</b>	<b>0.0%</b>
<b>J.</b>	<b>Cherokee Nation Industries</b>	<b>40</b>	<b>75.0%</b>	<b>10.0%</b>
<b>K.</b>	<b>CN Aerospace and Defense, LLC</b>	<b>9</b>	<b>88.9%</b>	<b>0.0%</b>
<b>L.</b>	<b>CND LLC</b>	<b>199</b>	<b>84.8%</b>	<b>6.6%</b>
<b>M.</b>	<b>Cherokee Nation Red Wing</b>	<b>67</b>	<b>12.5%</b>	<b>1.6%</b>
<b>N.</b>	<b>Cherokee Nation Medical Services</b>	<b>22</b>	<b>0.0%</b>	<b>0.0%</b>
<b>O.</b>	<b>Cherokee Nation Health Services</b>	<b>282</b>	<b>0.0%</b>	<b>0.0%</b>
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>	<b>32</b>	<b>100.0%</b>	<b>0.0%</b>
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>	<b>469</b>	<b>0.0%</b>	<b>0.0%</b>
<b>R.</b>	<b>Cherokee CRC LLC</b>	<b>38</b>	<b>5.3%</b>	<b>2.6%</b>
<b>S.</b>	<b>Cherokee Nation 3S</b>	<b>51</b>	<b>7.8%</b>	<b>0.0%</b>
<b>T.</b>	<b>Cherokee Nation Construction Services</b>	<b>10</b>	<b>90.0%</b>	<b>0.0%</b>
<b>U.</b>	<b>CN Mission Solutions</b>	<b>78</b>	<b>0.0%</b>	<b>0.0%</b>
<b>V.</b>	<b>Cherokee Nat Office Solutions</b>	<b>2</b>	<b>50.0%</b>	<b>0.0%</b>
<b>W.</b>	<b>Cherokee Nation Mechanical</b>	<b>23</b>	<b>0.0%</b>	<b>0.0%</b>

## II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation businesses</b>			
1.	Vice President and above	28	64.3%	0.0%
2.	Director/General Manager	80	56.3%	5.0%
3.	Manager	480	52.1%	4.4%
4.	Supervisor	219	67.1%	5.5%
5.	Non Management	5748	52.6%	6.4%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	27	70.4%	7.4%
3.	Manager	210	76.2%	2.9%
4.	Supervisor	191	69.1%	4.7%
5.	Non Management	3589	71.8%	8.6%
<b>C.</b>	<b>Cherokee Nation Business</b>			
1.	Vice President and above	19	73.7%	0.0%
2.	Director/General Manager	23	56.5%	8.7%
3.	Manager	101	66.3%	7.9%
4.	Supervisor	7	71.4%	28.6%
5.	Non Management	304	68.8%	8.9%
<b>D.</b>	<b>Cherokee Nation Assurance</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	90	0.0%	0.0%
<b>E.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	13	0.0%	7.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	3	0.0%	0.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>F.</b>	<b>Cherokee Nation Metal Works</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	3	66.7%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	34	85.3%	2.9%
<b>G.</b>	<b>Cherokee Nation Technology</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	17	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	315	0.0%	1.6%
<b>H.</b>	<b>Cherokee Services Group</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	86	3.5%	3.5%
<b>I.</b>	<b>Cherokee Security and Defense</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	100.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	11	18.2%	0.0%
<b>J.</b>	<b>Cherokee Nation Industries</b>			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	3	100.0%	0.0%
4.	Supervisor	2	50.0%	0.0%
5.	Non Management	32	75.0%	12.5%
<b>K.</b>	<b>CND LLC.</b>			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	3	100.0%	0.0%
3.	Manager	7	42.9%	28.6%
4.	Supervisor	10	70.0%	10.0%
5.	Non Management	178	86.5%	5.6%

*\*Includes all Employees*

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>L.</b>	<b>Cherokee Nation Red Wing</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	12	8.3%	8.3%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	53	11.3%	0.0%
<b>M.</b>	<b>Cherokee Nation Medical Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	21	0.0%	0.0%
<b>N.</b>	<b>Cherokee Nation Health Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	4	25.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	275	0.0%	1.8%
<b>O.</b>	<b>Blue Ribbons Downs</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	3	66.7%	0.0%
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	30	0.0%	0.0%
<b>Q.</b>	<b>Cherokee Nation Technology Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	5	0.0%	0.0%
3.	Manager	52	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	410	0.2%	0.2%

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>R.</b>	<b>Cherokee CRC LLC</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	9	11.1%	22.2%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	28	3.6%	3.6%
<b>S.</b>	<b>CN Mission Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	0	0.0%	0.0%
<b>T.</b>	<b>Cherokee Nat Office Solutions</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	0	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	2	50.0%	0.0%
<b>U.</b>	<b>Cherokee Nation 3S</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	4	50.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	46	2.2%	2.2%
<b>V.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	13	0.0%	7.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	3	0.0%	0.0%
<b>W.</b>	<b>Cherokee Nation Mechanical</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	19	0.0%	0.0%

### **III. Additional Cherokee Nation Entertainment information**

	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>A. Hiring Practices</b>			
1. Active Resumes/Applications	1583	30.1%	7.7%
2. Total Positions Hired	150	69.3%	6.0%
<b>B. Retention</b>			
1. <b>Employees Terminated</b>	<b>124</b>	<b>66.9%</b>	<b>13.7%</b>
Attendance	2	100.0%	0.0%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	0	0.0%	0.0%
Elimination of Position	0	0.0%	0.0%
End Temporary Employment	1	0.0%	0.0%
Failure To Meet Min Employment Req.	4	25.0%	25.0%
Failure to Return from Leave	5	80.0%	20.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	0	0.0%	0.0%
No Call-No Show	25	60.0%	12.0%
No Show Orientation	6	66.7%	16.7%
Personal Reasons	0	0.0%	0.0%
Relocation	2	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	0	0.0%	0.0%
Resigned without Notice	25	68.0%	20.0%
Return to School	45	68.9%	11.1%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	5	80.0%	20.0%
Violation of Rules	0	0.0%	0.0%
Voluntary Separation Program	4	75.0%	0.0%

	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>2. Promotions</b>	<b>47</b>	<b>68.1%</b>	<b>4.3%</b>
<b>Job titles of Promoted Cherokees</b>			
Drop Count Lead			
Lead Security Guard			
Lead Surveillance Agent			
Lead Main Cage Cashier			
Calibration Tech			
Materials Associate			
Fac/Maint. Associate			
Security Guard/Armed			
E-Games tech 1			
Security Guard/Unarmed			
Surveillance Agent			
Dual Rate Lead			
Production Cook			
Drop Count Associate I			
Inventory & Data Entry Assoc I			
Auditor III			
Wardrobe Supervisor			
Security Supervisor			
Customer Service Administrator			
Accounting Associate 4			
Accounting Associate II			
Hotel Detective			
Sr. Table Games Dual Rate			
Media/Marketing Coordinator II			
Cage Supervisor			