

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

**October 1, 2017 as of September 30, 2017
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of September 2017**

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"This Executive Summary provides a snapshot of CNB headcount and Cherokee Utilization. The overall CNB headcount as of September 20, 2017 was 6,772. However, this Executive Summary excludes employees who are on government contracts because the timing of contract terms may skew data and our intent is to focus on those opportunities for Cherokee employment more directly within our control. Temporary employees are also excluded."

Executive Summary

I. Preference Locations Only		
<i>(Excluding Temporary and Contract Employees, including companies where we <u>can</u> practice preference)</i>		
	Cherokee Percentage	Headcount
Current Headcount		4,759
<i>Headcount Range (1/2012 – Current)</i>		3,539 - 4,837
Current Cherokee Utilization	73.0%	3,474
<i>Cherokee Headcount as of 9/30/2016</i>		3,391
<i>Range of Cherokee Utilization (1/2012 - Current)</i>	67.3% (2,383) - 76.7% (2,931)	
<i>Average Fiscal YTD Cherokee Utilization (Cherokee/Total)</i>	73.3%	3,506/4,785
<i>Median Fiscal YTD Cherokee Utilization (Cherokee/Total)</i>	73.3%	3,517/4,796
II. Total Employment by Company		
<i>(Includes Temporary and Contract Employees)</i>		
Preference Locations		
Cherokee Nation Businesses	67.3%	489
Cherokee Nation Property Management	80.0%	10
Cherokee Nation Entertainment	72.5%	4,169
Diversified Businesses	85.4%	281
Subtotal	72.7%	4,949
Non-Preference Locations		
Diversified Businesses	1.9%	684
Government Contract and Temporary Employees	0.6%	1,139
Total	53.4%	6,772
III. By Organization Levels		
All Cherokee Nation Businesses		
Vice President and above	71.0%	31
Director/General Manager	50.0%	94
Manager	50.1%	493
Supervisor	67.6%	222
Non-Management	53.2%	5,932
Total	53.4%	6,772

Appendix

I. By Company

Cherokee Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Entertainment	4,169	72.5%	6.7%	20.8%
Catoosa	1,595	54.1%	11.5%	34.4%
Ft. Gibson	139	95.7%	3.6%	0.7%
Grove	169	86.4%	3.6%	10.0%
Jay Laundry	27	100.0%	0.0%	0.0%
Ramona	149	65.1%	5.4%	29.5%
Roland	502	89.8%	2.8%	7.4%
Sallisaw	128	89.9%	2.3%	7.8%
S. Coffeyville	118	71.2%	6.8%	22.0%
Tahlequah	179	91.6%	2.2%	6.2%
West Siloam	748	88.6%	2.2%	9.2%
Will Rogers Downs	199	62.3%	6.0%	31.7%
Blue Ribbons Downs	3	66.7%	0.0%	33.3%
Corporate	213	71.8%	9.9%	18.3%
Cherokee Nation Business	489	67.3%	6.3%	26.4%
Cherokee Nation Property Management	10	80.0%	10.0%	10.0%
Sub-Total	4,668	72.1%	6.7%	21.4%
Native American Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Industries	0	0.0%	0.0%	0.0%
CN Aerospace and Defense, LLC	9	88.9%	0.0%	11.1%
CND LLC	220	90.0%	4.5%	5.5%
Cherokee Nation Metal Works	0	0.0%	0.0%	0.0%
Cherokee Nat Office Solutions	1	100.0%	0.0%	0.0%
Cherokee Nation Red Wing	34	61.8%	2.9%	35.3%
Cherokee Nation Telecommunications	17	70.6%	17.6%	11.8%
Sub-Total:	281	85.4%	5.0%	9.6%
Non-Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Technology	345	0.0%	1.4%	98.6%
Cherokee Services Group	92	2.2%	0.0%	97.8%
Cherokee Nation Security and Defense	26	15.4%	0.0%	84.6%
Cherokee Nation Assurance	183	0.5%	0.0%	99.5%
Cherokee Nation Construction Services	13	30.8%	0.0%	69.2%
Cherokee Medical Services	0	0.0%	0.0%	0.0%
Cherokee Nation Healthcare Services	159	0.6%	1.3%	98.1%
Cherokee Nation Government Solutions	5	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	303	0.0%	0.0%	100.0%
Cherokee CRC LLC	28	3.6%	7.1%	89.3%

Non-Preference Companies (continued)

**Includes Temporary and Contract Employees*

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation 3S	127	2.3%	0.8%	96.9%
Cherokee Nation Construction Resources	2	100.0%	0.0%	0.0%
CN Mission Solutions	169	0.0%	0.0%	100.0%
Cherokee Nation Mechanical	20	0.0%	5.0%	95.0%
Cherokee Nation Defense Solutions	0	0.0%	0.0%	0.0%
Cherokee Nation Strategic Programs	83	1.2%	0.0%	98.8%
Cherokee Nation Environmental Solutions	4	25.0%	0.0%	75.0%
Cherokee Nation Protective Services	0	0.0%	0.0%	0.0%
Cherokee Nation Facilities Management	0	0.0%	0.0%	0.0%
Cherokee Nation Systems Solutions	2	0.0%	0.0%	100.0%
Cherokee Nation Medical Logistics	0	0.0%	0.0%	0.0%
Cherokee Nation Management & Consulting	199	0.0%	0.0%	100.0%
Cherokee Nation Diagnostic Innovations	0	0.0%	0.0%	0.0%
Cherokee Nation Red Wing	63	0.0%	0.0%	100.0%
Cherokee Nation Technology Services	0	0.0%	0.0%	0.0%
Sub-Total	1,823	1.1%	0.7%	98.2%

II. Organization Level by Company

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Entertainment				
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	33	69.7%	6.1%	24.2%
Manager	216	74.5%	2.8%	22.7%
Supervisor	199	69.9%	5.5%	24.6%
Non-Management	3,715	72.5%	7.0%	20.5%
Subtotal	4,169			
Cherokee Nation Business				
Vice President and above	25	68.0%	0.0%	32.0%
Director/General Manager	33	51.5%	6.1%	42.4%
Manager	104	65.4%	5.8%	28.8%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	318	69.5%	6.6%	23.9%
Subtotal	489			
Cherokee Nation Assurance				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	12	8.3%	0.0%	91.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	169	0.0%	0.0%	100.0%
Subtotal	183			

II. Organization Level by Company (continued)

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Metal Works				
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%
Subtotal	0			
Cherokee Nation Construction Services				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	50.0%	0.0%	50.0%
Manager	7	28.6%	0.0%	71.4%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	4	25.0%	0.0%	75.0%
Subtotal	13			
Cherokee Nation Technology				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	18	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	324	0.0%	1.5%	98.5%
Subtotal	345			
Cherokee Services Group				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	7	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	84	2.4%	0.0%	97.6%
Subtotal	92			
Cherokee Nation Security and Defense				
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	19	15.8%	0.0%	84.2%
Subtotal	26			

II. Organization Level by Company (continued)

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Industries				
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%
Subtotal	0			
CN Aerospace and Defense, LLC				
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	9	88.9%	0.0%	11.1%
Subtotal	9			
CND LLC.				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	3	100.0%	0.0%	0.0%
Supervisor	7	57.1%	14.3%	28.6%
Non-Management	209	90.9%	4.3%	4.8%
Subtotal	220			
Cherokee Nation Red Wing				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	15	13.3%	6.7%	80.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	81	23.5%	0.0%	76.5%
Subtotal	97			
Cherokee Medical Services				
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%
Subtotal	0			

II. Organization Level by Company (continued)

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Healthcare Services				
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	154	0.0%	1.3%	98.7%
Subtotal	159			
Cherokee Nation Government Solutions				
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	0.0%	0.0%	100.0%
Subtotal	5			
Cherokee Nation Technology Solutions				
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	1	0.0%	0.0%	100.0%
Non-Management	258	0.0%	0.0%	100.0%
Subtotal	303			
Cherokee CRC LLC				
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%	14.3%	85.7%
Supervisor	3	0.0%	0.0%	100.0%
Non-Management	18	5.6%	5.6%	88.8%
Subtotal	28			
Cherokee Nation 3S				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	12	8.3%	0.0%	91.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	114	0.9%	0.9%	98.2%
Subtotal	127			

II. Organization Level by Company (continued)

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Construction Resources				
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%
Subtotal	2			
CN Mission Solutions				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	9	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	157	0.0%	0.0%	100.0%
Subtotal	169			
Cherokee Nat Office Solutions				
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%
Subtotal	1			
Cherokee Nation Mechanical				
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%	16.7%	83.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	14	0.0%	0.0%	100.0%
Subtotal	20			
Cherokee Nation Defense Solutions				
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%
Subtotal	0			

II. Organization Level by Company (continued)

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Property Mgt.				
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	0	0.0%	0.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Subtotal	10			
Cherokee Nation Strategic Programs				
Vice President and above	0	0.0%	0.0%	0.0%
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	79	0.0%	0.0%	100.0%
Subtotal	83			
Cherokee Nation Environmental Solutions				
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	4	25.0%	0.0%	75.0%
Subtotal	4			
Cherokee Nation Telecommunications				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	50.0%	0.0%	50.0%
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%
Subtotal	17			
Cherokee Nation Protective Services				
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%
Subtotal	0			

II. Organization Level by Company (continued)

	Total Employees	Cherokee	Other Tribe	Non-Native
Cherokee Nation Facilities Management				
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%
Subtotal	0			
Cherokee Nation Systems Solutions				
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	0.0%	0.0%	100.0%
Subtotal	2			
Cherokee Nation Medical Logistics				
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%
Subtotal	0			
Cherokee Nation Management & Consulting				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	15	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	180	0.0%	0.0%	100.0%
Subtotal	199			
Cherokee Nation Diagnostic Innovations				
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%
Subtotal	0			

II. Organization Level by Company (continued)				
Cherokee Nation Technology Services				
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%
Subtotal	0			

III. Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	1,838	33.6%	7.2%	59.2%
Total Positions Hired	126	73.0%	7.2%	19.8%
II. Retention				
Employees Terminated	137	70.1%	10.2%	19.7%
Attendance	2	100.0%	0.0%	0.0%
CNGC License Denied	1	0.0%	0.0%	100.0%
Failure To Meet Min Emplmt Req	5	40.0%	40.0%	20.0%
No Call-No Show	22	54.5%	9.1%	36.4%
No Show Orientation	8	50.0%	12.5%	37.5%
Personal Reasons	2	50.0%	50.0%	0.0%
Resigned with Notice	38	68.4%	7.9%	23.7%
Resigned without Notice	48	79.2%	10.4%	10.4%
Violation of Rules	4	100.0%	0.0%	0.0%
CNGC License Revoked	1	100.0%	0.0%	0.0%
Death	1	100.0%	0.0%	0.0%
End Temporary Employment	1	100.0%	0.0%	0.0%
Failure to Return from Leave	3	66.7%	0.0%	33.3%
Misconduct	1	100.0%	0.0%	0.0%
Transfer to Affiliate	1	100.0%	0.0%	0.0%

IV. Promotions	Total	Cherokee	Other Tribe	Non-Native
	23	78.3%	13.0%	8.7%
Job titles of Promoted Cherokees				
Security Guard/Armed				
Saucier Cook				
Mixologist				
Front Office Lead				
Main Cage Cashier				
Drop Count Lead				
EVS Lead Casino Attendant				
Surveillance Agent				
Lead Smokeshop Cashier				
Security Guard/Unarmed				

Count/Drop Team Supervisor				
Food and Beverage Associate				
Lead Surveillance Agent				
Drop Count Associate I				
Room Inspector				
E Games Tech 2- WRD				
Drop Count Lead- WRD				
Mixologist- WRD				

V. Full List of Termination Reasons

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 Call-No Show				
No Show Orientation				
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				