

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



May 1, 2017
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of April 2017

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Tribal Employment

I. Overall				
	Total Employees	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses	6,701 ▼	3,614 ▲	355 ▲	2,732 ▼
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,778 ▼	73.2% ▼	6.9% ▲	19.9% ■
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	299 ▼	4.7% ▼	0.3% ▼	95.0% ▲
<i>(Excluding Temporary and Contract Employees, including companies where we can't practice preference)</i>				
II. By Company				
Cherokee Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Entertainment	4,191 ▼	72.6% ▲	6.9% ■	20.5% ▼
Catoosa	1,622 ▼	54.9% ▼	11.8% ▲	33.3% ▼
Ft. Gibson	143 ▼	95.8% ▲	3.5% ▼	0.7% ■
Grove	177 ▲	84.2% ▲	4.0% ■	11.9% ▼
Jay Laundry	23 ▼	100.0% ■	0.0% ■	0.0% ■
Ramona	146 ▼	67.1% ▲	5.5% ▲	27.4% ▼
Roland	491 ▼	88.8% ▲	3.1% ▲	8.1% ▼
Sallisaw	126 ▼	89.7% ▼	2.4% ▲	7.9% ▲
S. Coffeyville	117 ▼	70.9% ▼	7.7% ▲	21.4% ▼
Tahlequah	190 ▲	92.1% ■	2.1% ■	5.8% ■
West Siloam	741 ▲	88.7% ▲	2.3% ■	9.0% ▼
Will Rogers Downs	207 ▲	61.8% ▼	5.3% ■	32.9% ▼
Blue Ribbons Downs	3 ■	66.7% ■	0.0% ■	33.3% ■
Corporate	205 ▲	74.1% ▲	9.3% ■	16.6% ▼
Cherokee Nation Business	475 ▲	67.4% ▼	6.9% ▼	25.7% ▲
Cherokee Nation Property Management	10 ▼	80.0% ▲	10.0% ▲	10.0% ▼
Sub-Total:	4,676 ▼	72.7% ▼	6.9% ■	20.3% ▼
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	192 ▲	88.5% ▲	6.3% ▼	5.2% ▼
Cherokee Nation Metal Works	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nat Office Solutions	2 ■	50.0% ■	0.0% ■	50.0% ■
Cherokee Nation Red Wing	43 ▲	69.8% ▼	2.3% ▲	27.9% ▲
Cherokee Nation Telecommunications	19 ■	68.4% ■	15.8% ■	15.8% ■
Sub-Total:	265 ▲	83.8% ▼	6.0% ■	10.2% ▲
Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Technology	373 ▲	0.0% ■	0.0% ■	100.0% ■
Cherokee Services Group	109 ▲	0.9% ▼	0.0% ■	99.1% ▲

CNGC License Revoked	1▲	100.0%▲	0.0%■	0.0%■
Death	5▲	60.0%▲	20.0%▲	20.0%▲
Failure To Meet Min Employment Req.	6▼	83.3%▲	16.7%▼	0.0%▼
Failure to Return from Leave	3▼	100.0%▲	0.0%■	0.0%▼
No Call-No Show	21▲	61.9%▼	9.5%▼	28.6%▲
No Show Orientation	6▼	50.0%▼	16.7%▲	33.3%▼
Personal Reasons	1▲	100.0%■	0.0%■	0.0%■
Resignation-Other Position	1▲	100.0%▲	0.0%■	0.0%■
Resigned with Notice	24▲	83.3%▲	4.2%▼	12.5%▼
Resigned without Notice	68▲	70.6%▼	4.4%▲	25.0%▲
Violation of Rules	2▲	0.0%▼	0.0%■	100.0%▲
III. Promotions	Total	Cherokee	Other Tribe	Non-Native
	31▼	83.9%▲	12.9%▲	3.2%▼
Job titles of Promoted Cherokees				
EVS Lead Casino Attendant				
Production Cook				
Casino Service Representative				
Surveillance Agent				
Pantry Person				
Drop Count Associate I				
Dual Rate Lead				
Wok Cook				
Security Guard/Armed				
Front Office Shift Supervisor				
Security Supervisor				
Count/Drop Team Supervisor				
F & B Supervisor - Level 3				
F & B Supervisor - Level 1				
Cashiering Supervisor				
Customer Service Administrator				
Cage Supervisor				
Sr. Manager of Card Games				
Revenue Audit Associate II				
Revenue Audit Associate III				
Lead Spa Receptionist				
E-Games tech 1				
EVS Casino Attendant				
Fac/Maint. Associate				
Hotel Detective				
Security Guard/Unarmed				
Saucier Cook				

Main Cage Cashier				
Mixologist				
Drop Count Associate II				
Security Manager				
F & B Supervisor - Level 2				

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment				
Vice President and above	7▲	85.7%▲	0.0%■	14.3%▼
Director/General Manager	31▼	67.7%▼	6.5%▲	25.8%▲
Manager	213▼	74.2%▲	2.8%■	23.0%▼
Supervisor	205▲	68.8%▲	5.4%▲	25.9%▼
Non-Management	3,735▼	72.4%▲	7.6%▲	20.0%▼
Subtotal	4,191▼			
Cherokee Nation Business				
Vice President and above	23■	65.2%■	8.7%■	26.1%■
Director/General Manager	37▲	51.4%▼	8.1%▼	40.5%▲
Manager	101▲	63.4%▲	7.9%▼	28.7%▼
Supervisor	9■	66.7%■	22.2%■	11.1%■
Non-Management	305▼	67.2%▼	9.5%■	23.3%▲
Subtotal	475▲			
Cherokee Nation Assurance				
Vice President and above	0▼	0.0%■	0.0%■	0.0%▼
Director/General Manager	1■	0.0%■	0.0%■	100.0%■
Manager	9▲	11.1%▼	0.0%■	88.9%▲
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	107▲	0.0%■	0.0%■	100.0%■
Subtotal	117▲			
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	8▼	12.5%▲	12.5%▲	75.0%▼
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	4▼	25.0%▲	0.0%■	75.0%▼
Subtotal	14▼			
Cherokee Nation Technology				
Vice President and above	1■	0.0%■	0.0%■	100.0%■
Director/General Manager	3■	0.0%■	0.0%■	100.0%■
Manager	22▲	0.0%■	0.0%■	100.0%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	347▲	0.0%■	1.4%■	98.6%■
Subtotal	373▲			
Cherokee Services Group				
Vice President and above	1■	0.0%■	0.0%■	100.0%■
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	102▲	2.9%▼	0.0%■	97.1%▲
Subtotal	109▲			
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	5■	0.0%■	0.0%■	100.0%■
Supervisor	0■	0.0%■	0.0%■	0.0%■
Non-Management	13■	15.4%■	0.0%■	84.6%■
Subtotal	19■			
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	2 ■	100.0% ■	0.0% ■	0.0% ■
Manager	5 ■	80.0% ■	20.0% ■	0.0% ■
Supervisor	6 ■	66.7% ■	16.7% ■	16.7% ■
Non-Management	179 ▲	89.4% ▲	5.6% ▼	5.0% ▼
Subtotal	192 ▲			
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	14 ▲	14.3% ▼	7.1% ▼	78.6% ▲
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	85 ▼	32.9% ▲	0.0%	67.1% ▼
Subtotal	101 ▼			
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	3 ■	0.0% ■	0.0% ■	100.0% ■
Subtotal	3 ■			
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	4 ■	25.0% ■	0.0% ■	75.0% ■
Supervisor	2 ▲	0.0% ■	0.0% ■	100.0% ■
Non-Management	223 ▲	0.0% ■	1.8% ▼	98.2% ▲
Subtotal	231 ▲			
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	9 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	10 ▼			

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	36	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	316	0.0%	0.3%	99.7%
Subtotal	358			
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%	28.6%	71.4%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	18	5.6%	5.6%	88.9%
Subtotal	26			
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	3	33.3%	0.0%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	37	2.7%	2.7%	94.6%
Subtotal	41			
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	2	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	1	0.0%	0.0%	100.0%
Subtotal	3			
CN Mission Solutions				
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	1	0.0%	0.0%	100.0%
Non-Management	117	0.0%	0.0%	100.0%
Subtotal	124			

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	1 ■	0.0% ■	0.0% ■	100.0% ■
Subtotal	2 ■			
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	5 ▲	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	13 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	18 ■			
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 ■			
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	5 ■	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	51 ▲	0.0% ■	0.0% ■	100.0% ■
Subtotal	57 ▲			

Cherokee Nation Environmental Solutions				
Vice President and above	0	0.0%	0.0%	0.0%
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	12	8.3%	0.0%	91.7%
Subtotal	15			
Cherokee Nation Telecom				
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	2	50.0%	0.0%	50.0%
Non-Management	15	73.3%	20.0%	6.7%
Subtotal	19			
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			
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	0	0.0%	0.0%	0.0%
Subtotal	0			

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	16	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	164	0.0%	0.0%	100.0%
Subtotal	184			
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			
I. Full List of Termination Reasons				
Attendance				
CNGC License Denied				
CNGC License Revoked				
Death				
Elimination of Position				
End Temporary Employment				
Failure To Meet Min Employment Req.				
Failure to Return from Leave				
Gross Misconduct				
Misconduct				
No Call-No Show				
No Show Orientation				
Personal Reasons				
Relocation				
Resignation-Other Position				
Resigned with Notice				
Resigned without Notice				
Return to School				

Short Term Disability Ended				
Transfer to Affiliate				
Unsatisfactory Performance				
Violation of Rules				
Voluntary Separation Program				