

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**June 1, 2016**  
**Compiled by Barbara Knowlton, CNB**  
**Director of Corporate Administration**  
**Standard Report to the Tribal Council for the month of May 2016**

## I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	<b>All Cherokee Nation Businesses (Including All Employees)</b>	<b>6578</b>		
1A.	<b>Cherokee Nation Businesses</b> <i>(Excluding Contract and Temporary Employees, including companies where we can't practice preference)</i>	<b>4954</b>	<b>69.5%</b>	<b>7.2%</b>
1B.	<b>Cherokee Nation Businesses</b> <i>(Excluding Contract and Temporary Employees, including companies where we can practice preference)</i>	<b>4643</b>	<b>73.0%</b>	<b>7.5%</b>
B.	<b>1. Cherokee Nation Entertainment</b>	<b>4071</b>	<b>72.8%</b>	<b>7.7%</b>
	2. Catoosa		55.6%	12.8%
	3. Ft. Gibson		95.7%	3.7%
	4. Jay Laundry		96.0%	4.0%
	5. Ramona		67.1%	3.4%
	6. Roland		87.3%	3.7%
	7. Sallisaw		88.0%	4.0%
	8. S. Coffeyville		77.0%	5.7%
	9. Tahlequah		92.5%	2.0%
	10. West Siloam		86.4%	3.3%
	11. Will Rogers Downs		65.7%	5.6%
	12. Blue Ribbons Downs		66.7%	0.0%
	13. Corporate		73.2%	9.5%
C.	<b>Cherokee Nation Business</b>	<b>451</b>	<b>68.3%</b>	<b>7.6%</b>
D.	<b>Cherokee Nation Assurance</b>	<b>99</b>	<b>1.0%</b>	<b>0.0%</b>
E.	<b>Cherokee Nation Metal Works</b>	<b>40</b>	<b>82.5%</b>	<b>2.5%</b>
F.	<b>Cherokee Nation Construction Services</b>	<b>18</b>	<b>0.0%</b>	<b>0.0%</b>
G.	<b>Cherokee Nation Technology</b>	<b>342</b>	<b>0.0%</b>	<b>0.0%</b>
H.	<b>Cherokee Services Group</b>	<b>98</b>	<b>0.0%</b>	<b>0.0%</b>
I.	<b>Cherokee Nation Security and Defense</b>	<b>18</b>	<b>22.2%</b>	<b>0.0%</b>
J.	<b>Cherokee Nation Industries</b>	<b>19</b>	<b>78.9%</b>	<b>5.3%</b>
K.	<b>CN Aerospace and Defense, LLC</b>	<b>9</b>	<b>88.9%</b>	<b>0.0%</b>
L.	<b>CND LLC</b>	<b>193</b>	<b>85.0%</b>	<b>6.2%</b>
M.	<b>Cherokee Nation Red Wing</b>	<b>66</b>	<b>11.1%</b>	<b>1.6%</b>
N.	<b>Cherokee Medical Services</b>	<b>17</b>	<b>0.0%</b>	<b>0.0%</b>
O.	<b>Cherokee Nation Healthcare Services</b>	<b>265</b>	<b>0.0%</b>	<b>0.0%</b>
P.	<b>Cherokee Nation Government Solutions</b>	<b>30</b>	<b>0.0%</b>	<b>0.0%</b>
Q.	<b>Cherokee Nation Technology Solutions</b>	<b>464</b>	<b>0.0%</b>	<b>0.0%</b>
R.	<b>Cherokee CRC LLC</b>	<b>40</b>	<b>5.0%</b>	<b>2.5%</b>
S.	<b>Cherokee Nation 3S</b>	<b>47</b>	<b>8.5%</b>	<b>0.0%</b>
T.	<b>Cherokee Nation Construction Resources</b>	<b>9</b>	<b>100.0%</b>	<b>0.0%</b>
U.	<b>CN Mission Solutions</b>	<b>75</b>	<b>0.0%</b>	<b>0.0%</b>
V.	<b>Cherokee Nat Office Solutions</b>	<b>2</b>	<b>50.0%</b>	<b>0.0%</b>
W.	<b>Cherokee Nation Mechanical</b>	<b>20</b>	<b>0.0%</b>	<b>0.0%</b>
X.	<b>Cherokee Nation Defense Solutions</b>	<b>3</b>	<b>0.0%</b>	<b>0.0%</b>
Y.	<b>Cherokee Nation Property Mgt.</b>	<b>11</b>	<b>72.7%</b>	<b>9.1%</b>

Z.	Cherokee Nation Strategic Programs	20	0.0%	0.0%
AA.	Cherokee Nation Environmental Solutions	3	66.7%	0.0%
BB.	Cherokee Nation Telecommunications	19	68.4%	15.8%
CC.	Cherokee Nation Protective Services	0	0.0%	0.0%
DD.	Cherokee Nation Facilities Management	0	0.0%	0.0%
EE.	Cherokee Nation Systems Solutions	0	0.0%	0.0%
FF.	Cherokee Nation Medical Logistics	0	0.0%	0.0%
GG.	Cherokee Nation Management & Consulting	129	0.0%	0.0%
HH.	Cherokee Nation Diagnostic Innovations	0	0.0%	0.0%

## II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
<b>A.</b>	<b>All Cherokee Nation businesses</b>			
1.	Vice President and above	27	66.7%	0.0%
2.	Director/General Manager	78	55.1%	6.4%
3.	Manager	472	52.8%	4.0%
4.	Supervisor	220	65.9%	5.9%
5.	Non Management	5781	52.8%	6.3%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	3	66.7%	0.0%
2.	Director/General Manager	27	70.4%	7.4%
3.	Manager	208	76.0%	2.4%
4.	Supervisor	188	68.1%	4.8%
5.	Non Management	3592	71.9%	8.4%
<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	67.3%	6.9%
4.	Supervisor	8	75.0%	25.0%
5.	Non Management	323	69.0%	9.0%
<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	91	0.0%	0.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>E.</b>	<b>Cherokee Nation Metal Works</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	100.0%
3.	Manager	3	66.7%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	35	85.7%	2.9%
<b>F.</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>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	323	0.0%	1.5%
<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	93	3.2%	4.3%
<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	12	16.7%	0.0%
<b>J.</b>	<b>Cherokee Nation Industries</b>			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	2	100.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	16	75.0%	6.3%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>K.</b>	<b>CN Aerospace and Defense, LLC</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	9	88.9%	0.0%
<b>L.</b>	<b>CND LLC.</b>			
1.	Vice President and above	27	70.4%	7.4%
2.	Director/General Manager	208	76.0%	2.4%
3.	Manager	188	68.1%	4.8%
4.	Supervisor	3592	71.9%	8.4%
5.	Non Management	1	100.0%	0.0%
<b>M.</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	52	9.6%	0.0%
<b>N.</b>	<b>Cherokee Medical Services</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	17	0.0%	0.0%
<b>O.</b>	<b>Cherokee Nation Healthcare 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	258	0.0%	1.9%
<b>P.</b>	<b>Cherokee Nation Government Solutions</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	29	0.0%	0.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<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	48	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	409	0.2%	0.2%
<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	30	3.3%	3.3%
<b>S.</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	3	66.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	43	2.3%	2.3%
<b>T.</b>	<b>Cherokee Nation Construction Resources</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>U.</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>V.</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%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>W.</b>	<b>Cherokee Nation Mechanical</b>			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	0	0.0%	0.0%
	3. Manager	3	0.0%	0.0%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	17	0.0%	0.0%
<b>X.</b>	<b>Cherokee Nation Defense 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	3	0.0%	0.0%
<b>Y.</b>	<b>Cherokee Nation Property Mgt.</b>			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	1	0.0%	0.0%
	3. Manager	8	75.0%	12.5%
	4. Supervisor	0	0.0%	0.0%
	5. Non Management	2	100.0%	0.0%
<b>Z.</b>	<b>Cherokee Nation Strategic Programs</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	18	0.0%	0.0%
<b>AA.</b>	<b>Cherokee Nation Environmental 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	1	100.0%	0.0%
<b>BB.</b>	<b>Cherokee Nation Telecom</b>			
	1. Vice President and above	0	0.0%	0.0%
	2. Director/General Manager	2	50.0%	0.0%
	3. Manager	0	0.0%	0.0%
	4. Supervisor	2	0.0%	50.0%
	5. Non Management	15	40.0%	53.3%

*\*Includes all Employees*

		<b>Total Employees*</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>CC.</b>	<b>Cherokee Nation Protective Services</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>DD.</b>	<b>Cherokee Nation Facilities Management</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>EE.</b>	<b>Cherokee Nation Systems 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>FF.</b>	<b>Cherokee Nation Medical Logistics</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>GG.</b>	<b>Cherokee Nation Management &amp; Consulting</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	3	0.0%	0.0%
3.	Manager	11	0.0%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	114	0.0%	0.0%
<b>HH.</b>	<b>Cherokee Nation Diagnostic Innovations</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%

*\*Includes all Employees*



### III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
<b>A. Hiring Practices</b>			
1. Active Resumes/Applications	1914	27.5%	10.9%
2. Total Positions Hired	152	59.2%	10.5%
<b>B. Retention</b>			
1. <b>Employees Terminated</b>	<b>106</b>	<b>67.0%</b>	<b>9.4%</b>
Attendance	0	0.0%	#DIV/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	0	0.0%	0.0%
Failure To Meet Min Employment Req.	5	100.00%	100.00%
Failure to Return from Leave	1	100.00%	100.00%
Gross Misconduct	0	0.0%	0.0%
Misconduct	0	0.0%	0.0%
No Call-No Show	20	100.00%	100.00%
No Show Orientation	6	100.00%	100.00%
Personal Reasons	0	0.0%	0.0%
Relocation	0	0.0%	0.0%
Resignation-Other Position	0	0.0%	0.0%
Resigned with Notice	0	0.0%	0.0%
Resigned without Notice	23	100.00%	100.00%
Return to School	45	100.00%	100.00%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	0	0.0%	0.0%
Violation of Rules	0	0.0%	0.0%
Voluntary Separation Program	6	100.00%	100.00%

**2. Promotions**

**Total  
29**

**Cherokee  
75.9%**

**Other Tribe  
3.4%**

**Job titles of Promoted Cherokees**

Lead Players Club Rep

Lead Retail Cashier I

Sr Mgr IT Gaming & Hospitality

Saucier Cook

Housekeeper

Dual Rate Lead

Mixologist

E Games Tech 3

Sr. Dealer

Security Guard/Armed

E-Games tech 1

Casino Shift Manager

EGames Technician Supervisor

Customer Service Administrator

Lead Cashier-NL

Lead Operations Officer

Revenue Audit Associate II

Production Cook

HVAC Apprentice

Casino Service Representative

Buyer II