

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



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

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Tribal Employment

I. Overall				
	Total Employees	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses	6,702	3,549	332	1,214
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Businesses- Preference	4,810	73.5%	6.9%	19.6%
<i>(Excluding Temporary Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	285	69.7%	6.5%	23.8%
<i>(Excluding Temporary 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	4,205 ▼	73.6% ▼	6.9% ▲	19.5% ■
Catoosa	1616 ▼	55.3% ▼	11.9% ▲	32.8% ▲
Ft. Gibson	154 ▼	95.5% ■	3.9% ▲	0.6% ■
Grove	173 ▲	85.0% ▼	4.0% ▼	11.0% ▲
Jay Laundry	26 ▼	100.0% ■	0.0% ■	0.0% ■
Ramona	147 ▼	66.7% ▲	4.1% ▲	29.3% ▼
Roland	501 ▲	88.0% ■	3.2% ■	8.8% ■
Sallisaw	126 ▲	90.5% ▲	2.4% ■	7.1% ▼
S. Coffeyville	121 ▼	69.4% ▼	7.4% ■	23.1% ▲
Tahlequah	196 ▼	92.3% ▼	2.0% ■	5.6% ■
West Siloam	744 ▲	88.6% ▲	2.4% ■	9.0% ■
Will Rogers Downs	196 ▼	63.8% ▲	5.1% ▼	31.1% ▼
Blue Ribbons Downs	3 ■	66.7% ■	0.0% ■	33.3% ■
Corporate	202 ▼	72.8% ▲	9.4% ▲	17.8% ▲
Cherokee Nation Business	481 ▲	67.2% ▲	7.0% ▲	25.8% ▲
Cherokee Nation Property Management	11 ■	72.7% ■	9.1% ■	18.2% ■
Sub-Total:	4,697 ▼	73.0% ▼	6.9% ▲	20.1% ■
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	177 ■	85.3% ■	6.8% ■	7.9% ■
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	40 ▼	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Telecommunications	19 ■	68.4% ■	15.8% ■	15.8% ■
Sub-Total:	247 ▼	82.6% ▼	6.5% ▲	10.9% ▲
Non-Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Technology	373 ▲	0.0% ■	0.0% ■	100.0% ■
Cherokee Services Group	91 ■	0.0% ■	0.0% ■	0.0% ■

Cherokee Nation Security and Defense	14 ▼	21.4% ▲	0.0% ■	78.6% ▼
Cherokee Nation Assurance	111 ▲	0.9% ▼	0.0% ■	99.1% ▲
Cherokee Nation Construction Services	15 ■	50.0% ■	0.0% ■	50.0% ■
Cherokee Medical Services	3 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Healthcare Services	227 ▼	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Government Solutions	21 ▼	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Technology Solutions	371 ▼	0.0% ■	0.0% ■	0.0% ■
Cherokee CRC LLC	24 ▲	0.0% ■	4.5% ▲	95.5% ▲
Cherokee Nation 3S	42 ▲	20.0% ▲	0.0% ■	80.0% ■
Cherokee Nation Construction Resources	5 ■	100.0% ■	0.0% ■	0.0% ■
CN Mission Solutions	134 ▲	0.0% ■	0.0% ■	0.0% ▼
Cherokee Nation Mechanical	18 ■	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Defense Solutions	0 ▼	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Strategic Programs	50 ▲	0.0% ■	0.0% ■	100.0% ▲
Cherokee Nation Environmental Solutions	11 ▲	66.7% ▲	0.0% ■	33.3% ■
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	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Medical Logistics	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Management & Consulting	186 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Diagnostic Innovations	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Red Wing	62 ▼	0.0% ■	0.0% ■	100.0% ■
Sub-Total:	1,758 ▼	5.3% ■	0.4% ■	94.4% ▲

III. By Organization Levels

<i>*Includes Temporary and Contract Employees</i>	Total Employees*	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses				
Vice President and above	30 ■	60.0% ■	6.7% ■	33.3% ■
Director/General Manager	96 ▲	54.2% ▼	5.2% ▼	40.6% ▲
Manager	476 ▲	50.8% ■	4.4% ■	44.7% ■
Supervisor	228 ▼	68.0% ▲	6.1% ▲	25.9% ▼
Non-Management	5,872 ▼	53.4% ■	5.7% ■	40.9% ■
Subtotal	6,702 ▼			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	2,523 ▲	30.1% ▼	7.8% ▲	62.1% ▲
Total Positions Hired	126 ▲	68.3% ▼	11.1% ▲	19.8% ▼
II. Retention				
Employees Terminated	118 ▲	72.9% ▼	8.5% ▼	18.6% ▲
Attendance	3 ▼	100.00% ▲	0.00% ▼	0.00% ▼
Failure To Meet Min Employment Req.	7 ▲	57.14% ▼	14.29% ▲	28.57% ▼

Failure to Return from Leave	2 ▲	100.00% ■	0.00% ■	0.00% ■
Misconduct	2 ▲	100.00% ▲	0.00% ▲	0.00% ▲
No Call-No Show	19 ▲	57.89% ▼	5.26% ▼	36.84% ▲
No Show Orientation	5 ▼	80.00% ▼	20.00% ▲	0.00% ■
Relocation	4 ▲	100.00% ▲	0.00% ▲	0.00% ▲
Resignation-Other Position	1 ▲	100.00% ▲	0.00% ▲	0.00% ▲
Resigned without Notice	26 ▲	61.54% ▼	7.69% ▼	30.77% ▲
Return to School	42 ▲	78.57% ▲	9.52% ▲	11.90% ▼
Violation of Rules	3 ▲	66.67%	33.33% ▲	0.00% ■
Voluntary Separation Program	4 ▼	100.00% ▲	0.00% ■	0.00% ▼
III. Promotions	Total	Cherokee	Other Tribe	Non-Native
	36 ▼	75.0% ▼	11.1% ▲	13.9% ▲
Job titles of Promoted Cherokees				
IT Support Operations Tech I				
Lead Security Guard				
Spa Receptionist				
Production Cook				
Food and Beverage Associate				
Mixologist				
Wok Cook				
Facilities Supervisor				
F & B Supervisor - Level 2				
F & B Supervisor - Level 1				
E Games Tech 1- WRD				
Mutual Teller				
IT Deployment Tech IV				
Executive Staff Coordinator				
Financial Analyst III				
Lead Operations Officer				
Lead Games Cashier/Retail				
Fac/Maint. Associate				
E-Games tech 1				
Players Club Representative				
Front Office Manager				
Casino Ops. Mgr. - Med				
Surveillance Supervisor				
Customer Service Administrator				
Racing Maintenance Associate				

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment				
Vice President and above	4 ■	75.0% ■	0.0% ■	25.0% ■
Director/General Manager	33 ▲	69.7% ▼	6.1% ▼	24.2% ▲
Manager	217 ■	74.2% ■	2.8% ■	23.0% ■
Supervisor	203 ▼	70.4% ▲	5.4% ▲	24.1% ▼
Non-Management	3745 ▼	72.7% ■	7.5% ■	19.8% ■
Subtotal	4,202			
Cherokee Nation Business				
Vice President and above	23 ■	65.2% ■	8.7% ■	26.1% ■
Director/General Manager	35 ▲	54.3% ▼	8.6% ▼	37.1% ▲
Manager	100 ▲	62.0% ▲	8.0% ▼	30.0% ▼
Supervisor	9 ■	66.7% ■	22.2% ■	11.1% ■
Non-Management	314 ▲	67.2% ▼	9.2% ▲	23.6% ▲
Subtotal	481 ▲			
Cherokee Nation Assurance				
Vice President and above	1 ■	0.0% ■	0.0% ■	100.0% ■
Director/General Manager	1 ■	0.0% ■	0.0% ■	100.0% ■
Manager	8 ▼	12.5% ▼	0.0% ■	87.5% ▲
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	101 ▲	0.0% ■	0.0% ■	100.0% ■
Subtotal	111 ▲			
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	9 ■	11.1% ■	11.1% ■	77.8% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	4 ■	25.0% ■	0.0% ■	75.0%
Subtotal	15 ■			

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	18 ▼	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	351 ▲	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	84 ■	3.6% ■	0.0% ■	96.4% ■
Subtotal	91 ■			
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	4 ▲	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	9 ▼	22.2%	0.0% ■	77.8%
Subtotal	14 ▲			
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	7 ■	57.1% ■	28.6% ■	14.3% ■
Supervisor	7 ▼	71.4% ▼	14.3% ▲	14.3% ▲
Non-Management	161 ▲	87.0% ▼	5.6% ■	7.5% ■
Subtotal	177 ■			
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	12 ■	16.7% ■	8.3% ■	75.0% ■
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	88 ■	33.0% ▼	0.0% ■	67.0% ▲
Subtotal	102 ▲			
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	1 ■	0.0% ■	0.0% ■	100.0% ■
Manager	4 ■	25.0% ■	0.0% ■	75.0% ■
Supervisor	2 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	220 ▼	0.0% ■	1.8% ■	98.2% ■
Subtotal	227			
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	2 ■	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	19 ▼	0.0%	0.0%	100.0%
Subtotal	21 ▼			

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	326 ▼	0.0% ▼	0.3% ■	99.7% ▲
Subtotal	371 ▼			
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	16 ▲	0.0% ■	6.3% ▼	93.8% ▲
Subtotal	24 ▲			
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	38 ▲	2.6% ▼	2.6% ▼	94.7% ▲
Subtotal	42 ▲			
Cherokee Nation Construction Resources				
Vice President and above	0 ■	100.0% ▲	0.0% ■	0.0% ■
Director/General Manager	1 ■	0.0% ▼	0.0% ■	0.0% ■
Manager	2 ■	100.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	2 ■	0.0% ▼	0.0% ■	100.0% ▲
Subtotal	5 ■			
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	127 ▲	0.0% ■	0.0% ■	100.0% ■
Subtotal	134 ▲			

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	4 ▲	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	14 ▼	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	1 ■	0.0% ■	0.0% ■	100.0% ■
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	11 ■			
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	44 ▲	0.0% ■	0.0% ■	100.0% ■
Subtotal	50 ▲			

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	8 ▲	12.5% ▼	0.0% ■	87.5% ▲
Subtotal	11 ▲			
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	13	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	169	0.0%	0.0%	100.0%
Subtotal	186			
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				