

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



November 2, 2015
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of October 2015

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6460		
	1. Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees)</i>	4903	70.5%	7.7%
B.	1. Cherokee Nation Entertainment	4045	73.1%	8.2%
	2. Catoosa		57.0%	12.9%
	3. Ft. Gibson		94.4%	5.0%
	4. Jay Laundry		96.2%	3.8%
	5. Ramona		68.0%	5.9%
	6. Roland		85.1%	4.8%
	7. Sallisaw		87.0%	4.9%
	8. S. Coffeyville		80.5%	4.1%
	8. Tahlequah		91.9%	2.2%
	9. West Siloam		85.3%	4.3%
	10. Will Rogers Downs Corporate		62.5% 73.2%	7.2% 9.6%
C.	Cherokee Nation Business	426	69.7%	8.1%
D.	Cherokee Nation Assurance	73	2.9%	0.0%
E.	Cherokee Nation Metal Works	43	79.1%	2.3%
F.	Cherokee Nation Construction Services	20	0.0%	0.0%
G.	Cherokee Nation Technology	317	25.0%	0.0%
H.	Cherokee Services Group	77	0.0%	0.0%
I.	Cherokee Security and Defense	14	21.4%	0.0%
J.	Cherokee Nation Industries	43	69.8%	11.6%
K.	CN Aerospace and Defense, LLC	11	90.9%	0.0%
L.	CND LLC	228	85.5%	7.0%
M.	Cherokee Nation Red Wing	62	15.0%	1.7%
N.	Cherokee Nation Medical Services	36	0.0%	0.0%
O.	Cherokee Nation Health Services	172	0.0%	0.0%
P.	Blue Ribbons Downs	3	0.0%	0.0%
Q.	Cherokee Nation Government Solutions	65	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	605	0.0%	0.0%
S.	Cherokee CRC LLC	32	9.4%	3.1%
T.	Cherokee Nation 3S	26	15.4%	0.0%
U.	Cherokee Nation Construction Services	11	90.9%	0.0%
V.	CN Mission Solutions	61	50.0%	0.0%
W.	Cherokee Nat Office Solutions	2	50.0%	0.0%
X.	Cherokee Nation Mechanical	2	50.0%	0.0%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	32	56.3%	0.0%
2.	Director/General Manager	74	56.8%	5.4%
3.	Manager	477	53.0%	4.2%
4.	Supervisor	227	68.7%	5.3%
5.	Non Management	5650	54.2%	6.8%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	28	64.3%	7.1%
3.	Manager	217	75.1%	2.8%
4.	Supervisor	199	70.9%	4.5%
5.	Non Management	3569	72.1%	8.9%
C.	Cherokee Nation Business			
1.	Vice President and above	19	68.4%	0.0%
2.	Director/General Manager	20	55.0%	10.0%
3.	Manager	96	68.8%	7.3%
4.	Supervisor	7	71.4%	28.6%
5.	Non Management	301	72.1%	9.0%
D.	Cherokee Nation Assurance			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	65	0.0%	0.0%
E.	Cherokee Nation Construction Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	12	0.0%	8.3%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	5	0.0%	0.0%

**Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
F.	Cherokee Nation Metal Works			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	3	66.7%	0.0%
4.	Supervisor	1	0.0%	0.0%
5.	Non Management	37	83.8%	2.7%
G.	Cherokee Nation Technology			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	16	6.3%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	299	0.0%	5.0%
H.	Cherokee Services Group			
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	72	2.8%	0.0%
I.	Cherokee Security and Defense			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	3	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	10	20.0%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	3	33.3%	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	33	72.7%	15.2%
K.	CND LLC.			
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	207	87.4%	6.3%

*Includes all Employees

		Total Employees*	Cherokee	Other Tribe
L.	Cherokee Nation Red Wing			
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	48	14.6%	0.0%
M.	Cherokee Nation Medical Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	1	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	34	0.0%	0.0%
N.	Cherokee Nation Health Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	4	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	165	0.0%	3.0%
O.	Blue Ribbons Downs			
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%
P.	Cherokee Nation Government Solutions			
1.	Vice President and above	1	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	63	0.0%	0.0%
Q.	Cherokee Nation Technology Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	61	0.0%	0.0%
4.	Supervisor	4	0.0%	0.0%
5.	Non Management	539	0.2%	0.2%

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	1	100.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	10	10.0%	20.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	21	4.8%	4.8%
S.	CN Mission Solutions			
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%
T.	Cherokee Nat Office Solutions			
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%
U.	Cherokee Nation 3S			
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	21	4.8%	0.0%
V.	Cherokee Nation Construction Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	0.0%	0.0%
3.	Manager	12	0.0%	8.3%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	5	0.0%	0.0%
W.	Cherokee Nation Mechanical			
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	23	0.0%	0.0%

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1733	27.9%	7.3%
2. Total Positions Hired	104	61.5%	6.7%
B. Retention			
1. Employees Terminated	88	68.2%	11.4%
Attendance	1	0.0%	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.	5	80.0%	0.0%
Failure to Return from Leave	4	75.0%	0.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	1	0.0%	0.0%
No Call-No Show	18	38.9%	0.0%
No Show Orientation	1	0.0%	0.0%
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	28	67.9%	0.0%
Return to School	23	91.3%	0.0%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	2	100.0%	0.0%
Violation of Rules	0	0.0%	0.0%
Voluntary Separation Program	4	50.0%	0.0%

2. Promotions

**Total
35**

**Cherokee
68.6%**

**Other Tribe
14.3%**

Job titles of Promoted Cherokees

- Buyer IV
- Cage Shift Mgr. sm-med
- Cage Supervisor
- Casino Service Representative
- F & B Supervisor - Level 1
- F & B Supervisor - Level 2
- Housekeeper
- Lead Main Cage Cashier
- Lead Night Clerks - Hotel
- Lead Saucier
- Lead Simulcast Teller
- Lead Surveillance Agent
- Materials Associate
- Player's Club Manager
- Revenue Audit Associate II
- Saucier Cook
- Security Guard/Armed
- Security Guard/Unarmed
- Table Games Floor Lead