

**CHEROKEE NATION BUSINESSES**  
**FULL COUNCIL OF THE CHEROKEE NATION REPORT**



**December 1, 2022 as of November 30, 2022**  
**Compiled by Amber Edwards, Director Executive Administration**  
**CNB Administration Standard Report to the Council of the Cherokee Nation for the**  
**month of November 2022**

## Table of Contents

Tribal Employment.....	2
I. Overall.....	2
II. By Company Type and Organization Level.....	2
Additional Cherokee Nation Entertainment Information.....	5
I. Hiring Practices .....	5
II. Retention.....	6
III. Promotions.....	7
Appendix .....	8
I. Organization Level by Company.....	8
II. Full List of Termination Reasons .....	17

## Tribal Employment

### I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
<b>All Cherokee Nation Businesses</b>	<b>8,064</b>	<b>2,465</b>	<b>249</b>	<b>5,350</b>
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Businesses- Preference</b>	<b>3,736</b>	<b>61.0%</b>	<b>6.2%</b>	<b>32.8%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we <b>can</b> practice preference)</i>				
<b>Cherokee Nation Businesses- Non Preference</b>	<b>430</b>	<b>33.5%</b>	<b>1.9%</b>	<b>64.7%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we <b>can't</b> practice preference)</i>				

### II. By Company Type and Organization Level

Cherokee Preference Companies				
	Total Employees	Cherokee	Other Tribal	Non-Native
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Entertainment</b>	<b>3,168</b>	<b>57.3%</b>	<b>6.3%</b>	<b>36.5%</b>
Catoosa	1,228	38.6%	8.2%	53.2%
Ft. Gibson	103	85.4%	5.8%	8.7%
Grove	104	62.5%	3.8%	33.7%
Jay Laundry	15	100.0%	0.0%	0.0%
Ramona	116	46.6%	10.3%	43.1%
Roland	340	70.3%	3.2%	26.5%
Sallisaw	181	74.0%	4.4%	21.5%
S. Coffeyville	103	50.5%	7.8%	41.7%
Tahlequah	193	81.3%	4.1%	14.5%
West Siloam	458	71.8%	2.4%	25.8%
Blue Ribbons Downs	1	100.0%	0.0%	0.0%
Corporate	324	63.6%	9.0%	27.5%
<b>Cherokee Nation Businesses</b>	<b>272</b>	<b>70.2%</b>	<b>7.4%</b>	<b>22.4%</b>
<b>Cherokee Nation Property Management</b>	<b>34</b>	<b>91.2%</b>	<b>2.9%</b>	<b>5.9%</b>
<b>Cultural and Economic Development</b>	<b>155</b>	<b>83.9%</b>	<b>5.8%</b>	<b>10.3%</b>
<b>Sub-Total:</b>	<b>3,629</b>	<b>59.7%</b>	<b>6.3%</b>	<b>34.0%</b>

<b>Native American Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>CN Aerospace and Defense, LLC</b>	<b>65</b>	<b>53.8%</b>	<b>4.6%</b>	<b>41.5%</b>
<b>CND LLC</b>	<b>110</b>	<b>81.8%</b>	<b>0.9%</b>	<b>17.3%</b>
<b>Cherokee Nation Telecommunications</b>	<b>4</b>	<b>25.0%</b>	<b>25.0%</b>	<b>50.0%</b>
<b>Cherokee Nation Armored Solutions, LLC</b>	<b>16</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Sub-Total:</b>	<b>195</b>	<b>64.6%</b>	<b>2.6%</b>	<b>32.8%</b>
<b>Organizational Level - Preference Companies*</b>				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>All Cherokee Nation Businesses Preference Companies</b>				
Vice President and above	29	72.4%	0.0%	27.6%
Director/General Manager	76	64.5%	5.3%	30.3%
Manager	311	75.9%	3.5%	20.6%
Supervisor	315	74.6%	6.3%	19.0%
Non-Management	3,093	56.6%	6.4%	37.0%
<b>Sub-Total:</b>	<b>3,824</b>			

\*Note: "Preference Companies" are those in which Cherokee or Native American preference can be applied to most positions; preference cannot be applied to certain positions due to their involvement with federal government contracts or if otherwise prohibited by law or regulation.

<b>Non-Preference Companies**</b>				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>Cherokee Nation Operational Solutions, LLC</b>	<b>376</b>	<b>0.5%</b>	<b>0.3%</b>	<b>99.2%</b>
<b>CN Aerospace and Defense, LLC</b>	<b>123</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Businesses</b>	<b>245</b>	<b>23.7%</b>	<b>2.4%</b>	<b>73.9%</b>
<b>CND LLC</b>	<b>58</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Technology</b>	<b>17</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Services Group</b>	<b>36</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Security and Defense</b>	<b>29</b>	<b>0.0%</b>	<b>3.4%</b>	<b>96.6%</b>
<b>Cherokee Nation Assurance</b>	<b>126</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Construction Services</b>	<b>3</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Healthcare Services</b>	<b>21</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Government Solutions</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Cherokee Nation Technology Solutions</b>	<b>28</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee CRC LLC</b>	<b>14</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation 3S</b>	<b>275</b>	<b>0.7%</b>	<b>0.0%</b>	<b>99.3%</b>
<b>Cherokee Nation Construction Resources</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>CN Mission Solutions</b>	<b>121</b>	<b>0.8%</b>	<b>0.0%</b>	<b>99.2%</b>
<b>Cherokee Nation Mechanical</b>	<b>11</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Strategic Programs</b>	<b>726</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Nation Environmental Solutions</b>	<b>23</b>	<b>8.7%</b>	<b>0.0%</b>	<b>91.3%</b>
<b>Cherokee Nation Systems Solutions</b>	<b>535</b>	<b>0.7%</b>	<b>0.0%</b>	<b>99.3%</b>
<b>Cherokee Nation Management &amp; Consulting</b>	<b>450</b>	<b>0.2%</b>	<b>0.2%</b>	<b>99.6%</b>
<b>Cherokee Nation Red Wing</b>	<b>60</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>CN Solutions Link LLC</b>	<b>15</b>	<b>6.7%</b>	<b>0.0%</b>	<b>93.3%</b>
<b>CN Federal Consulting, LLC</b>	<b>506</b>	<b>0.8%</b>	<b>0.8%</b>	<b>98.4%</b>
<b>Will Rogers Downs</b>	<b>169</b>	<b>55.6%</b>	<b>1.2%</b>	<b>43.2%</b>
<b>Cherokee Insights, LLC</b>	<b>19</b>	<b>5.3%</b>	<b>0.0%</b>	<b>94.7%</b>
<b>Cherokee Nation Development Group, LLC</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>#DIV/0!</b>
<b>Cherokee Nation Integrated Health, LLC</b>	<b>37</b>	<b>5.4%</b>	<b>0.0%</b>	<b>94.6%</b>
<b>Preting, LLC</b>	<b>186</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
<b>Cherokee Strategic Solutions, LLC</b>	<b>31</b>	<b>0.0%</b>	<b>3.2%</b>	<b>96.8%</b>
<b>Sub-Total:</b>	<b>4,240</b>	<b>4.1%</b>	<b>0.4%</b>	<b>93.5%</b>
<b>**Note: Although a Cherokee or Native American preference can be applied to most positions at CNB and CNE, preference cannot be applied to certain positions due to their involvement with federal government contracts or if otherwise prohibited by law or regulation.</b>				

Organizational Level - Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>All Cherokee Nation Businesses</b>				
Vice President and above	15	26.7%	0.0%	73.3%
Director/General Manager	50	18.0%	4.0%	78.0%
Manager	457	6.6%	0.0%	93.4%
Supervisor	66	19.7%	0.0%	80.3%
Non-Management	3,652	3.2%	0.4%	96.4%
<b>Sub-Total:</b>	<b>4,240</b>			

## Additional Cherokee Nation Entertainment Information

<b>I. Hiring Practices</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
Active Resumes/Applications	662	37.5%	9.2%	53.3%
# of Distinct Applicants	552	35.3%	8.9%	55.8%
Total Positions Hired	172	37.2%	4.1%	58.7%

<b>II. Retention</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>Employees Terminated</b>	<b>118</b>	<b>45.8%</b>	<b>4.2%</b>	<b>50.0%</b>
Attendance	2	50.0%	0.0%	50.0%
Dissatisfied with Job	7	42.9%	14.3%	42.9%
Dissatisfied with Pay	8	25.0%	0.0%	75.0%
Dissatisfied with Shift	1	100.0%	0.0%	0.0%
Failure to Return from Leave	2	50.0%	0.0%	50.0%
Family Reasons	5	0.0%	20.0%	80.0%
Gross Misconduct	1	100.0%	0.0%	0.0%
No Call-No Show	20	45.0%	0.0%	55.0%
No Show Orientation	9	66.7%	0.0%	33.3%
Not Challenged	1	0.0%	0.0%	100.0%
Passed Away	1	0.0%	0.0%	100.0%
Personal Reasons	44	43.2%	4.5%	52.3%
Physical Work Environment	2	0.0%	0.0%	100.0%
Relocation	2	100.0%	0.0%	0.0%
Remote Work Preference	1	0.0%	100.0%	0.0%
Resigned in lieu of termination	2	50.0%	0.0%	50.0%
Retirement	3	100.0%	0.0%	0.0%
Terminated During Probation Period	1	0.0%	0.0%	100.0%
Transfer to CN Affiliate	1	100.0%	0.0%	0.0%
Violation of Rules	5	80.0%	0.0%	20.0%

<b>III. Promotions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
	<b>37</b>	<b>64.9%</b>	<b>2.7%</b>	<b>32.4%</b>
Accounting Supervisor I	1	100.0%	0.0%	0.0%
Administrative Assistant	1	100.0%	0.0%	0.0%
Banquet Setup	1	0.0%	0.0%	100.0%
BI Developer I	1	100.0%	0.0%	0.0%
Casino Host	1	0.0%	0.0%	100.0%
Community Relations Specialist	1	100.0%	0.0%	0.0%
Dual Rate Lead	1	0.0%	100.0%	0.0%
EVS Lead Casino Attendant	1	0.0%	0.0%	100.0%
F & B Manager - Level 2	1	100.0%	0.0%	0.0%
Facilities/Maintenance Associate	1	0.0%	0.0%	100.0%
Front Office Lead	2	50.0%	0.0%	50.0%
Housekeeping-Porter	1	0.0%	0.0%	100.0%
HVAC Licensed Journeyman	1	100.0%	0.0%	0.0%
Lead Main Cage Cashier	1	100.0%	0.0%	0.0%
Lead Production Cook	1	0.0%	0.0%	100.0%
Lead Security Guard	2	100.0%	0.0%	0.0%
Mixologist	1	100.0%	0.0%	0.0%
Mutuel Teller	1	100.0%	0.0%	0.0%
Player Services Administrator	1	100.0%	0.0%	0.0%
Production Cook	4	50.0%	0.0%	50.0%
Revenue Audit Associate II	1	100.0%	0.0%	0.0%
Security Guard/Armed	3	33.3%	0.0%	66.7%
Strategy and Analytics Analyst	1	100.0%	0.0%	0.0%
Supervisor Materials	1	0.0%	0.0%	100.0%
Supervisor Rock Shop	1	100.0%	0.0%	0.0%
Supervisor Security	3	100.0%	0.0%	0.0%
Surveillance Agent	1	100.0%	0.0%	0.0%
Table Games Floor Lead	1	100.0%	0.0%	0.0%

## Appendix

### I. Organization Level by Company

<b>Cherokee Nation Entertainment</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	10	60.0%	0.0%	40.0%
Director/General Manager	43	67.4%	2.3%	30.2%
Manager	213	76.5%	2.3%	21.1%
Supervisor	309	72.8%	6.5%	20.7%
Non-Management	2,762	53.8%	6.3%	39.9%
<b>Sub-Total:</b>	<b>3,337</b>			

<b>Cherokee Nation Businesses</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	33	54.5%	0.0%	45.5%
Director/General Manager	54	42.6%	7.4%	50.0%
Manager	84	58.3%	3.6%	38.1%
Supervisor	9	66.7%	0.0%	33.3%
Non-Management	337	45.4%	5.6%	49.0%
<b>Sub-Total:</b>	<b>517</b>			

<b>Cherokee Nation Assurance</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	8	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	118	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>126</b>			

<b>Cherokee Nation Construction Services</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	2	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>3</b>			

<b>Cherokee Nation Technology</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	15	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>17</b>			

<b>Cherokee Services Group</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	34	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>36</b>			

<b>Cherokee Nation Security and Defense</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	26	0.0%	3.8%	96.2%
<b>Sub-Total:</b>	<b>29</b>			

<b>CN Aerospace and Defense, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	22	4.5%	0.0%	95.5%
Supervisor	2	50.0%	0.0%	50.0%
Non-Management	164	20.1%	1.8%	78.0%
<b>Sub-Total:</b>	<b>188</b>			

<b>CND LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	17	23.5%	0.0%	76.5%
Supervisor	7	100.0%	0.0%	0.0%
Non-Management	143	55.2%	0.7%	44.1%
<b>Sub-Total:</b>	<b>168</b>			

<b>Cherokee Nation Red Wing</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	7	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	52	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>61</b>			

<b>Cherokee Nation Healthcare Services</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	20	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>21</b>			

<b>Cherokee Nation Government Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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%
<b>Sub-Total:</b>	<b>0</b>			

<b>Cherokee Nation Technology Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	22	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>28</b>			

<b>Cherokee CRC, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	3	0.0%	0.0%	100.0%
Non-Management	5	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>14</b>			

<b>Cherokee Nation 3S</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	34	2.9%	0.0%	97.1%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	234	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>275</b>			

<b>Cherokee Nation Construction Resources</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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%
<b>Sub-Total:</b>	<b>0</b>			

<b>CN Mission Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	9	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	111	0.9%	0.0%	99.1%
<b>Sub-Total:</b>	<b>121</b>			

<b>Cherokee Nation Operational Solutions, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	33.3%	0.0%	66.7%
Manager	20	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	353	0.3%	0.3%	99.4%
<b>Sub-Total:</b>	<b>376</b>			

<b>Cherokee Nation Mechanical</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	3	0.0%	0.0%	100.0%
Supervisor	4	0.0%	0.0%	100.0%
Non-Management	2	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>11</b>			

<b>Cherokee Nation Property Management</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	9	88.9%	0.0%	11.1%
Supervisor	5	100.0%	0.0%	0.0%
Non-Management	20	90.0%	5.0%	5.0%
<b>Sub-Total:</b>	<b>34</b>			

<b>Cherokee Nation Strategic Programs</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	48	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	677	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>726</b>			

<b>Cherokee Nation Environmental Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	10	20.0%	0.0%	80.0%
Supervisor	9	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>23</b>			

<b>Cherokee Nation Telecommunications</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	3	33.3%	33.3%	33.3%
<b>Sub-Total:</b>	<b>4</b>			

<b>Cherokee Nation Systems Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	36	8.3%	0.0%	91.7%
Supervisor	16	0.0%	0.0%	100.0%
Non-Management	481	0.2%	0.0%	99.8%
<b>Sub-Total:</b>	<b>535</b>			

<b>Cherokee Nation Management &amp; Consulting</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	6	0.0%	0.0%	100.0%
Manager	86	0.0%	0.0%	100.0%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	352	0.3%	0.3%	99.4%
<b>Sub-Total:</b>	<b>450</b>			

<b>CN Solutions Link LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	12	8.3%	0.0%	91.7%
<b>Sub-Total:</b>	<b>15</b>			

<b>CN Federal Consulting, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	69	1.4%	0.0%	98.6%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	435	0.7%	0.9%	98.4%
<b>Sub-Total:</b>	<b>505</b>			

<b>Cherokee Insights, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	18	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>19</b>			

<b>Cherokee Nation Development Group, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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%
<b>Sub-Total:</b>	<b>0</b>			

<b>Cherokee Nation Integrated Health, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	35	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>37</b>			

<b>Cultural and Economic Development</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	6	66.7%	16.7%	16.7%
Manager	37	83.8%	8.1%	8.1%
Supervisor	4	100.0%	0.0%	0.0%
Non-Management	107	84.1%	4.7%	11.2%
<b>Sub-Total:</b>	<b>155</b>			

<b>Preting, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	23	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	162	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>186</b>			

<b>Cherokee Nation Armored Solutions, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	100.0%
Manager	2	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	14	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>16</b>			

<b>Cherokee Strategic Solutions, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	100.0%
Manager	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	26	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>31</b>			

<b>II. Full List of Termination Reasons</b>	
<b>Involuntary:</b>	<b>Voluntary:</b>
Attendance	Dissatisfied with Benefits
CNGC License Denied	Dissatisfied with Career Advancement
CNGC License Revoked	Dissatisfied with Job
Contract Change	Dissatisfied with Department
Elimination of Position	Dissatisfied with Manager
End of Government Contract	Dissatisfied with Pay
End of Task Order	Dissatisfied with Shift
Terminated During Probation Period	Dissatisfied with Time Off
End Temporary Employment	Family Reasons
Failure to Meet Minimum Employment Requirements/Credentials	Felt Underappreciated
Failure to Return from Leave	No Call-No Show
Gross Misconduct	Not Challenged
Insubordination	Outdated Technology/Procedures
Misconduct	Passed Away
Misstatement on Application	Personal Reasons
No Show Orientation	Relocation
Reduction in Force	Relocation of Spouse
Security Clearance	Reason Not Given
Tardiness	Remote Work Preference
Unsatisfactory Performance	Return to School
Violation of Rules	Retirement
	Transfer to CN Affiliate
	Voluntary Separation Program
	Physical Work Environment