

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



February 1, 2023, as of January 31, 2023
Compiled by Amber Edwards, Director Executive Administration
CNB Administration Standard Report to the Council of the Cherokee Nation
for the month of January 2023

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,992	2,438	246	5,308
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	3,724	60.6%	6.1%	33.4%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	435	32.4%	1.6%	66.0%
<i>(Excluding Temporary and Contract Employees, including companies where we can't 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>				
Cherokee Nation Entertainment	3,154	56.9%	6.2%	36.8%
Catoosa	1,219	38.6%	8.4%	53.1%
Ft. Gibson	98	84.7%	7.1%	8.2%
Grove	110	64.5%	3.6%	31.8%
Jay Laundry	15	100.0%	0.0%	0.0%
Ramona	115	49.6%	9.6%	40.9%
Roland	342	67.0%	3.5%	29.5%
Sallisaw	171	75.4%	3.5%	21.1%
S. Coffeyville	97	51.5%	6.2%	42.3%
Tahlequah	196	79.6%	4.1%	16.3%
West Siloam	463	70.4%	2.6%	27.0%
Blue Ribbons Downs	1	100.0%	0.0%	0.0%
Corporate	325	63.7%	8.9%	27.4%
Cherokee Nation Businesses	268	69.4%	7.1%	23.5%
Cherokee Nation Property Management	34	91.2%	2.9%	5.9%
Cultural and Economic Development	157	84.1%	5.1%	10.8%
Sub-Total:	3,613	59.3%	6.2%	34.4%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	65	55.4%	4.6%	40.0%
CND LLC	114	78.1%	1.8%	20.2%
Cherokee Nation Industries, LLC	4	25.0%	25.0%	50.0%
Sub-Total:	183	68.9%	3.3%	27.9%
Organizational Level - Preference Companies*				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses Preference Companies				
Vice President and above	30	73.3%	0.0%	26.7%
Director/General Manager	75	65.3%	5.3%	29.3%
Manager	312	76.0%	3.5%	20.5%
Supervisor	315	74.9%	6.0%	19.0%
Non-Management	3,064	56.3%	6.4%	37.2%
Sub-Total:	3,796			

*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.

Non-Preference Companies**				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Operational Solutions, LLC	413	0.5%	0.2%	99.3%
CN Aerospace and Defense, LLC	104	0.0%	0.0%	100.0%
Cherokee Nation Businesses	248	23.4%	2.4%	74.2%
Cherokee Nation Armored Solutions, LLC	36	0.0%	0.0%	100.0%
Cherokee Nation Defense Solutions	59	0.0%	0.0%	100.0%
Cherokee Nation Technology	17	0.0%	0.0%	100.0%
Cherokee Services Group	37	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	29	0.0%	3.4%	96.6%
Cherokee Nation Assurance	127	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	3	0.0%	0.0%	100.0%
Cherokee Nation Healthcare Services	19	0.0%	0.0%	100.0%
Cherokee Nation Government Solutions	24	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	28	0.0%	0.0%	100.0%
Cherokee CRC LLC	14	0.0%	0.0%	100.0%
Cherokee Nation 3S	271	1.1%	0.0%	98.9%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	63	0.0%	0.0%	100.0%
Cherokee Nation Mechanical	10	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	734	0.0%	0.0%	100.0%
Cherokee Nation Environmental Solutions	24	8.3%	0.0%	91.7%
Cherokee Nation Systems Solutions	534	0.9%	0.0%	99.1%
Cherokee Nation Management & Consulting	434	0.2%	0.2%	99.5%
Cherokee Nation Red Wing	60	0.0%	0.0%	100.0%
CN Solutions Link LLC	15	6.7%	0.0%	93.3%
CN Federal Consulting, LLC	425	0.9%	0.7%	98.4%
Will Rogers Downs	162	54.9%	1.2%	43.8%
Cherokee Insights, LLC	18	5.6%	0.0%	94.4%
Cherokee Nation Development Group, LLC	0	0.0%	0.0%	0.0%
Cherokee Nation Integrated Health, LLC	36	5.6%	0.0%	94.4%
Preting, LLC	212	0.0%	0.0%	100.0%
Cherokee Strategic Solutions, LLC	34	0.0%	2.9%	97.1%
Cherokee Nation Entertainment	6	0.0%	0.0%	100.0%
Sub-Total:	4,196	4.0%	0.4%	93.4%

****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.**

Organizational Level - Non-Preference Companies

<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses				
Vice President and above	15	26.7%	0.0%	73.3%
Director/General Manager	52	17.3%	3.8%	78.8%
Manager	448	6.5%	0.0%	93.5%
Supervisor	73	15.1%	0.0%	84.9%
Non-Management	3,608	3.2%	0.4%	96.5%
Sub-Total:	4,196			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	157	40.1%	10.8%	49.0%
# of Distinct Applicants	153	39.9%	9.8%	50.3%
Total Positions Hired	144	43.8%	6.9%	49.3%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	115	47.8%	8.7%	43.5%
Attendance	3	33.3%	0.0%	66.7%
CNGC License Denied	2	0.0%	0.0%	100.0%
Dissatisfied with Department	2	50.0%	0.0%	50.0%
Dissatisfied with Job	5	20.0%	20.0%	60.0%
Dissatisfied with Manager	1	0.0%	100.0%	0.0%
Dissatisfied with Pay	4	50.0%	0.0%	50.0%
Dissatisfied with Shift	1	100.0%	0.0%	0.0%
Dissatisfied with Time Off	1	0.0%	0.0%	100.0%
Failure To Meet Minimum Employment Requirements/Credentials	1	0.0%	0.0%	100.0%
Failure to Return from Leave	1	0.0%	0.0%	100.0%
Family Reasons	6	33.3%	0.0%	66.7%
Gross Misconduct	2	100.0%	0.0%	0.0%
Hired by Government Agency	1	100.0%	0.0%	0.0%
No Call-No Show	17	58.8%	0.0%	41.2%
No Show Orientation	9	66.7%	11.1%	22.2%
Personal Reasons	38	50.0%	15.8%	34.2%
Relocation	6	50.0%	0.0%	50.0%
Resigned in lieu of termination	2	50.0%	0.0%	50.0%
Retirement	1	100.0%	0.0%	0.0%
Return to School	3	66.7%	0.0%	33.3%
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	7	14.3%	14.3%	71.4%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	27	51.9%	11.1%	37.0%
Application Systems Analyst II	1	100.0%	0.0%	0.0%
Card Games Shift Manager Large	1	0.0%	0.0%	100.0%
E-Games Technician II	1	100.0%	0.0%	0.0%
E-Games Technician III	1	100.0%	0.0%	0.0%
EVS Lead Casino Attendant	1	100.0%	0.0%	0.0%
Executive Casino Host	1	0.0%	0.0%	100.0%
Fleet Analyst	1	100.0%	0.0%	0.0%
Housekeeping-Porter	1	100.0%	0.0%	0.0%
Jr Buyer	1	100.0%	0.0%	0.0%
Lead Operations Officer	2	0.0%	50.0%	50.0%
Lead Security Guard	1	0.0%	0.0%	100.0%
Lead Surveillance Agent	1	100.0%	0.0%	0.0%
Materials Associate	2	50.0%	0.0%	50.0%
Pantry Cook	1	100.0%	0.0%	0.0%
Physical Infrastructure Technician	1	0.0%	0.0%	100.0%
Player Services Administrator	3	33.3%	0.0%	66.7%
Production Cook	1	0.0%	0.0%	100.0%
Revenue Audit Associate III	1	0.0%	100.0%	0.0%
Room Inspector	2	50.0%	0.0%	50.0%
Security Guard/Unarmed	1	100.0%	0.0%	0.0%
Sr Manager Collections	1	100.0%	0.0%	0.0%
Supervisor Security	1	0.0%	100.0%	0.0%

Appendix

I. Organization Level by Company

Cherokee Nation Entertainment	Total	Cherokee	Other Tribal	Non Native
Vice President and above	10	60.0%	0.0%	40.0%
Director/General Manager	43	67.4%	2.3%	30.2%
Manager	214	76.2%	2.3%	21.5%
Supervisor	309	72.8%	6.1%	21.0%
Non-Management	2,740	53.3%	6.4%	40.3%
Sub-Total:	3,316			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	34	55.9%	0.0%	44.1%
Director/General Manager	54	40.7%	7.4%	51.9%
Manager	84	59.5%	3.6%	36.9%
Supervisor	9	66.7%	0.0%	33.3%
Non-Management	335	43.9%	5.4%	50.7%
Sub-Total:	516			

Cherokee Nation Assurance	Total	Cherokee	Other Tribal	Non Native
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%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	120	0.0%	0.0%	100.0%
Sub-Total:	127			

Cherokee Nation Construction Services	Total	Cherokee	Other Tribal	Non Native
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%
Sub-Total:	3			

Cherokee Nation Technology	Total	Cherokee	Other Tribal	Non Native
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%
Sub-Total:	17			

Cherokee Services Group	Total	Cherokee	Other Tribal	Non Native
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	35	0.0%	0.0%	100.0%
Sub-Total:	37			

Cherokee Nation Security and Defense	Total	Cherokee	Other Tribal	Non Native
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%
Sub-Total:	29			

CN Aerospace and Defense, LLC	Total	Cherokee	Other Tribal	Non Native
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	1	0.0%	0.0%	100.0%
Non-Management	146	24.0%	2.1%	74.0%
Sub-Total:	169			

CND LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	6	66.7%	0.0%	33.3%
Supervisor	7	100.0%	0.0%	0.0%
Non-Management	100	78.0%	2.0%	20.0%
Sub-Total:	114			

Cherokee Nation Red Wing	Total	Cherokee	Other Tribal	Non Native
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	51	0.0%	0.0%	100.0%
Sub-Total:	60			

Cherokee Nation Healthcare Services	Total	Cherokee	Other Tribal	Non Native
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	18	0.0%	0.0%	100.0%
Sub-Total:	19			

Cherokee Nation Government Solutions	Total	Cherokee	Other Tribal	Non Native
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	21	0.0%	0.0%	100.0%
Sub-Total:	24			

Cherokee Nation Technology Solutions	Total	Cherokee	Other Tribal	Non Native
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%
Sub-Total:	28			

Cherokee CRC, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	4	0.0%	0.0%	100.0%
Supervisor	4	0.0%	0.0%	100.0%
Non-Management	5	0.0%	0.0%	100.0%
Sub-Total:	14			

Cherokee Nation 3S	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	29	3.4%	0.0%	96.6%
Supervisor	7	0.0%	0.0%	100.0%
Non-Management	234	0.4%	0.0%	99.6%
Sub-Total:	271			

Cherokee Nation Construction Resources	Total	Cherokee	Other Tribal	Non Native
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%
Sub-Total:	0			

CN Mission Solutions	Total	Cherokee	Other Tribal	Non Native
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	53	0.0%	0.0%	100.0%
Sub-Total:	63			

Cherokee Nation Operational Solutions, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	33.3%	0.0%	66.7%
Manager	23	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	387	0.3%	0.3%	99.5%
Sub-Total:	413			

Cherokee Nation Mechanical	Total	Cherokee	Other Tribal	Non Native
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	3	0.0%	0.0%	100.0%
Non-Management	2	0.0%	0.0%	100.0%
Sub-Total:	10			

Cherokee Nation Property Management	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	8	87.5%	0.0%	12.5%
Supervisor	5	100.0%	0.0%	0.0%
Non-Management	20	90.0%	5.0%	5.0%
Sub-Total:	34			

Cherokee Nation Strategic Programs	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	47	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	686	0.0%	0.0%	100.0%
Sub-Total:	734			

Cherokee Nation Environmental Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	11	18.2%	0.0%	81.8%
Supervisor	8	0.0%	0.0%	100.0%
Non-Management	4	0.0%	0.0%	100.0%
Sub-Total:	24			

Cherokee Nation Industries, LLC	Total	Cherokee	Other Tribal	Non Native
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%
Sub-Total:	4			

Cherokee Nation Systems Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	35	8.6%	0.0%	91.4%
Supervisor	24	0.0%	0.0%	100.0%
Non-Management	473	0.4%	0.0%	99.6%
Sub-Total:	534			

Cherokee Nation Management & Consulting	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	6	0.0%	0.0%	100.0%
Manager	85	0.0%	0.0%	100.0%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	337	0.3%	0.3%	99.4%
Sub-Total:	434			

CN Solutions Link LLC	Total	Cherokee	Other Tribal	Non Native
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	11	9.1%	0.0%	90.9%
Sub-Total:	15			

CN Federal Consulting, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	58	1.7%	0.0%	98.3%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	366	0.8%	0.8%	98.4%
Sub-Total:	425			

Cherokee Insights, LLC	Total	Cherokee	Other Tribal	Non Native
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	18	5.6%	0.0%	94.4%
Sub-Total:	18			

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

Cherokee Nation Integrated Health, LLC	Total	Cherokee	Other Tribal	Non Native
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	34	0.0%	0.0%	100.0%
Sub-Total:	36			

Cultural and Economic Development	Total	Cherokee	Other Tribal	Non Native
Vice President and above	1	100.0%	0.0%	0.0%
Director/General Manager	6	66.7%	16.7%	16.7%
Manager	38	84.2%	7.9%	7.9%
Supervisor	4	100.0%	0.0%	0.0%
Non-Management	108	84.3%	3.7%	12.0%
Sub-Total:	157			

Preting, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	28	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	183	0.0%	0.0%	100.0%
Sub-Total:	212			

Cherokee Nation Armored Solutions, LLC	Total	Cherokee	Other Tribal	Non Native
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	32	0.0%	0.0%	100.0%
Sub-Total:	36			

Cherokee Strategic Solutions, LLC	Total	Cherokee	Other Tribal	Non Native
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	30	0.0%	3.3%	96.7%
Sub-Total:	34			

Cherokee Nation Entertainment	Total	Cherokee	Other Tribal	Non Native
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	6	0.0%	0.0%	100.0%
Sub-Total:	6			

Cherokee Nation Defense Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	49	0.0%	0.0%	100.0%
Sub-Total:	59			

II. Full List of Termination Reasons	
Involuntary:	Voluntary:
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