

**CHEROKEE NATION BUSINESSES  
FULL TRIBAL COUNCIL REPORT**



**CHEROKEE NATION™**  
**Businesses**

**January 1, 2016  
Compiled by Barbara Knowlton, CNB  
Director of Corporate Administration  
Standard Report to the Tribal Council for the month of December 2015**

## I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6501		
	1. Cherokee Nation Businesses (Excluding Contract and Temporary Employees)	4895	70.0%	7.6%
B.	1. Cherokee Nation Entertainment	4006	72.8%	8.0%
	2. Catoosa		56.4%	12.6%
	3. Ft. Gibson		94.4%	4.9%
	4. Jay Laundry		96.2%	3.8%
	5. Ramona		66.7%	6.0%
	6. Roland		84.9%	4.8%
	7. Sallisaw		87.9%	4.0%
	8. S. Coffeyville		80.2%	4.1%
	8. Tahlequah		92.1%	2.1%
	9. West Siloam		85.5%	4.2%
	10. Will Rogers Downs Corporate		62.9% 73.5%	7.4% 9.7%
C.	Cherokee Nation Business	428	69.4%	8.1%
D.	Cherokee Nation Assurance	73	2.9%	0.0%
E.	Cherokee Nation Metal Works	43	81.4%	2.3%
F.	Cherokee Nation Construction Services	21	0.0%	0.0%
G.	Cherokee Nation Technology	293	0.0%	0.0%
H.	Cherokee Services Group	78	0.0%	0.0%
I.	Cherokee Security and Defense	15	20.0%	0.0%
J.	Cherokee Nation Industries	42	71.4%	11.9%
K.	CN Aerospace and Defense, LLC	10	90.0%	0.0%
L.	CND LLC	223	85.2%	7.2%
M.	Cherokee Nation Red Wing	63	14.5%	1.6%
N.	Cherokee Nation Medical Services	36	0.0%	0.0%
O.	Cherokee Nation Health Services	255	0.0%	0.0%
P.	Blue Ribbons Downs	3	0.0%	0.0%
Q.	Cherokee Nation Government Solutions	51	0.0%	0.0%
R.	Cherokee Nation Technology Solutions	597	0.0%	0.0%
S.	Cherokee CRC LLC	31	6.5%	3.2%
T.	Cherokee Nation 3S	46	8.7%	0.0%
U.	Cherokee Nation Construction Services	11	90.9%	0.0%
V.	CN Mission Solutions	70	0.0%	0.0%
W.	Cherokee Nat Office Solutions	2	50.0%	0.0%
X.	Cherokee Nation Mechanical	27	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	25	64.0%	0.0%
2.	Director/General Manager	84	53.6%	4.8%
3.	Manager	478	53.3%	4.4%
4.	Supervisor	221	68.3%	5.4%
5.	Non Management	5693	53.0%	6.5%
<b>B.</b>	<b>Cherokee Nation Entertainment</b>			
1.	Vice President and above	2	100.0%	0.0%
2.	Director/General Manager	28	67.9%	7.1%
3.	Manager	215	74.4%	3.3%
4.	Supervisor	198	70.2%	4.5%
5.	Non Management	3535	71.8%	8.7%
<b>C.</b>	<b>Cherokee Nation Business</b>			
1.	Vice President and above	17	76.5%	0.0%
2.	Director/General Manager	23	52.2%	8.7%
3.	Manager	97	69.1%	7.2%
4.	Supervisor	7	71.4%	28.6%
5.	Non Management	301	71.4%	9.0%
<b>D.</b>	<b>Cherokee Nation Assurance</b>			
1.	Vice President and above	1	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	6	16.7%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	64	0.0%	0.0%
<b>E.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	13	0.0%	7.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	6	0.0%	0.0%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>F.</b>	<b>Cherokee Nation Metal Works</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	0.0%
3.	Manager	4	50.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	37	86.5%	2.7%
<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	16	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	275	0.0%	2.2%
<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	73	2.7%	0.0%
<b>I.</b>	<b>Cherokee Security and Defense</b>			
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	0	0.0%	0.0%
5.	Non Management	10	20.0%	0.0%
<b>J.</b>	<b>Cherokee Nation Industries</b>			
1.	Vice President and above	2	50.0%	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%
<b>K.</b>	<b>CND LLC.</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	3	100.0%	0.0%
3.	Manager	12	58.3%	16.7%
4.	Supervisor	6	66.7%	16.7%
5.	Non Management	202	87.1%	6.4%

*\*Includes all Employees*

		Total Employees*	Cherokee	Other Tribe
<b>L.</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	11	9.1%	9.1%
4.	Supervisor	1	100.0%	0.0%
5.	Non Management	50	14.0%	0.0%
<b>M.</b>	<b>Cherokee Nation Medical Services</b>			
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%
<b>N.</b>	<b>Cherokee Nation Health Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	100.0%	0.0%
3.	Manager	4	25.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	248	0.0%	2.0%
<b>O.</b>	<b>Blue Ribbons Downs</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	66.7%	0.0%
<b>P.</b>	<b>Cherokee Nation Government Solutions</b>			
1.	Vice President and above	1	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	48	0.0%	0.0%
<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	56	0.0%	0.0%
4.	Supervisor	4	0.0%	0.0%
5.	Non Management	532	0.2%	0.2%

		Total Employees*	Cherokee	Other Tribe
<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	10	10.0%	20.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	21	4.8%	4.8%
<b>S.</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>T.</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%
<b>U.</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	4	50.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	41	2.4%	2.4%
<b>V.</b>	<b>Cherokee Nation Construction Services</b>			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	1	0.0%	0.0%
3.	Manager	13	0.0%	7.7%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	6	0.0%	0.0%
<b>W.</b>	<b>Cherokee Nation Mechanical</b>			
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

		<b>Total</b>	<b>Cherokee</b>	<b>Other Tribe</b>
<b>A.</b>	<b>Hiring Practices</b>	<b>1452</b>	<b>27.1%</b>	<b>8.1%</b>
1.	Active Resumes/Applications	99	61.6%	12.1%
2.	Total Positions Hired			
<b>B.</b>	<b>Retention</b>	<b>92</b>	<b>75.0%</b>	<b>6.5%</b>
1.	<b>Employees Terminated</b>	<b>2</b>	<b>100.0%</b>	<b>0.0%</b>
	Attendance	0	0.0%	0.0%
	CNGC License Denied	0	0.0%	0.0%
	CNGC License Revoked	2	0.0%	0.0%
	Death	0	0.0%	0.0%
	Elimination of Position	1	0.0%	0.0%
	End Temporary Employment	4	50.0%	0.0%
	Failure To Meet Min Employment Req.	8	50.0%	0.0%
	Failure to Return from Leave	0	0.0%	0.0%
	Gross Misconduct	0	0.0%	0.0%
	Misconduct	12	75.0%	0.0%
	No Call-No Show	2	50.0%	0.0%
	No Show Orientation	0	0.0%	0.0%
	Personal Reasons	2	0.0%	0.0%
	Relocation	0	0.0%	0.0%
	Resignation-Other Position	1	0.0%	0.0%
	Resigned with Notice	30	83.3%	0.0%
	Resigned without Notice	24	75.0%	0.0%
	Return to School	0	0.0%	0.0%
	Short Term Disability Ended	0	0.0%	0.0%
	Transfer to Affiliate	2	100.0%	0.0%
	Unsatisfactory Performance	0	0.0%	0.0%
	Violation of Rules	2	50.0%	0.0%
	Voluntary Separation Program	1452	27.1%	8.1%

	Total	Cherokee	Other Tribe
2. Promotions	47	80.9%	8.5%
Job titles of Promoted Cherokees			
ES Associate Level 1			
Hotel Servs. Shift Supervisor			
Food and Beverage			
Associate			
Revenue Audit Associate I			
Dir of Surveillance &			
Technology			
Main Cage Cashier			
Production Cook			
Drop Count Associate II			
Casino Service			
Representative			
Fac/Maint. Associate			
Barista			
Cashiering Supervisor			
Customer Service			
Administrator			
Sous Chef			
Cage Operations Manager -			
LG			
EVS Lead Casino Attendant			
Cage Supervisor			
EVS Casino Attendant			
F & B Supervisor - Level 2			
Hotel Concierge			
Lead Main Cage Cashier			
Wok Cook			
Security Guard/Unarmed			