

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

March 1, 2016

Compiled by Barbara Knowlton, CNB

Director of Corporate Administration

Standard Report to the Tribal Council for the month of February 2016

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6469		
	1. Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees)</i>	4932	69.8%	7.8%
B.	1. Cherokee Nation Entertainment	4043	72.8%	8.4%
	2. Catoosa		56.5%	13.5%
	3. Ft. Gibson		94.5%	4.9%
	4. Jay Laundry		96.2%	3.8%
	5. Ramona		67.3%	5.9%
	6. Roland		86.1%	4.5%
	7. Sallisaw		87.9%	4.0%
	8. S. Coffeyville		81.5%	4.2%
	8. Tahlequah		91.3%	2.7%
	9. West Siloam		85.5%	4.1%
	10. Will Rogers Downs Corporate		64.5% 72.7%	6.6% 9.7%
C.	Cherokee Nation Business	436	68.3%	7.9%
D.	Cherokee Nation Assurance	77	2.7%	0.0%
E.	Cherokee Nation Metal Works	41	80.5%	2.4%
F.	Cherokee Nation Construction Services	21	0.0%	0.0%
G.	Cherokee Nation Technology	318	0.0%	0.0%
H.	Cherokee Services Group	80	0.0%	0.0%
I.	Cherokee Security and Defense	14	21.4%	0.0%
J.	Cherokee Nation Industries	41	73.2%	12.2%
K.	CN Aerospace and Defense, LLC	9	88.9%	0.0%
L.	CND LLC	214	85.0%	7.0%
M.	Cherokee Nation Red Wing	73	12.9%	1.4%
N.	Cherokee Nation Medical Services	33	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	35	100.0%	0.0%
R.	Cherokee Nation Technology Solutions	492	0.0%	0.0%
S.	Cherokee CRC LLC	30	6.7%	3.3%
T.	Cherokee Nation 3S	50	8.0%	0.0%
U.	Cherokee Nation Construction Services	11	90.9%	0.0%
V.	CN Mission Solutions	73	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
A.	All Cherokee Nation businesses			
1.	Vice President and above	27	66.7%	0.0%
2.	Director/General Manager	77	53.2%	5.2%
3.	Manager	471	53.1%	4.7%
4.	Supervisor	227	68.3%	5.3%
5.	Non Management	5667	53.6%	6.8%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	23	65.2%	8.7%
3.	Manager	212	75.5%	3.3%
4.	Supervisor	199	70.4%	4.5%
5.	Non Management	3576	71.8%	9.1%
C.	Cherokee Nation Business			
1.	Vice President and above	18	77.8%	0.0%
2.	Director/General Manager	23	56.5%	8.7%
3.	Manager	99	66.7%	8.1%
4.	Supervisor	7	71.4%	28.6%
5.	Non Management	307	69.7%	8.8%
D.	Cherokee Nation Assurance			
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	68	0.0%	0.0%
E.	Cherokee Nation Construction Services			
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
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	35	85.7%	2.9%
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	14	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	302	0.0%	1.3%
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	75	4.0%	1.3%
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	4	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	9	22.2%	0.0%
J.	Cherokee Nation Industries			
1.	Vice President and above	1	100.0%	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%
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	193	86.5%	6.2%

**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	59	11.9%	0.0%
M.	Cherokee Nation Medical Services			
1.	Vice President and above	0	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	32	0.0%	0.0%
N.	Cherokee Nation Health Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	4	25.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	249	0.0%	2.0%
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	0	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	33	0.0%	0.0%
Q.	Cherokee Nation Technology Solutions			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	5	0.0%	0.0%
3.	Manager	57	0.0%	0.0%
4.	Supervisor	4	0.0%	0.0%
5.	Non Management	426	0.2%	0.2%

		Total Employees*	Cherokee	Other Tribe
R.	Cherokee CRC LLC			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	0	0.0%	0.0%
3.	Manager	9	11.1%	22.2%
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	45	2.2%	2.2%
V.	Cherokee Nation Construction Services			
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%
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	1789	29.5%	7.8%
2. Total Positions Hired	156	69.2%	12.8%
B. Retention			
1. Employees Terminated	114	71.1%	5.3%
Attendance	9	66.7%	11.1%
CNGC License Denied	0	0.0%	0.0%
CNGC License Revoked	0	0.0%	0.0%
Death	1	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.	2	0.0%	50.0%
Failure to Return from Leave	7	85.7%	0.0%
Gross Misconduct	0	0.0%	0.0%
Misconduct	2	0.0%	0.0%
No Call-No Show	13	76.9%	0.0%
No Show Orientation	5	60.0%	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	1	0.0%	0.0%
Resigned without Notice	19	84.2%	5.3%
Return to School	33	66.7%	6.1%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	0	0.0%	0.0%
Unsatisfactory Performance	0	0.0%	0.0%
Violation of Rules	2	0.0%	0.0%
Voluntary Separation Program	18	66.7%	5.6%

	Total	Cherokee	Other Tribe
2. Promotions	31	77.4%	3.2%
Job titles of Promoted Cherokees			
Lead Surveillance Agent			
CNE Sales Specialist			
Bell Associate			
Table Games Floor Lead			
Production Cook			
Mixologist			
Drop Count Associate I			
EVS Casino Attendant			
Baker 1			
EVS Entry Casino Attendant			
Marketing Coordinator III			
Application Systems Analyst 3			
Security Supervisor			
F & B Supervisor - Level 2			
Housekeeping Supervisor			
Cage Supervisor			
Revenue Audit Associate I			
Buffet Associate			
Casino Service Representative			
Guest Service Agent			
Sr. Dealer			
Security Guard/Unarmed			
Main Cage Cashier			
F & B Supervisor - Level 1			