

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



CHEROKEE NATION™
Businesses

April 1, 2016
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of March 2016

I. Tribal Employment:

		Total Employees	Cherokee	Other Tribe
A.	All Cherokee Nation Businesses (Including All Employees)	6514		
	1. Cherokee Nation Businesses <i>(Excluding Contract and Temporary Employees)</i>	4926	69.5%	7.6%
B.	1. Cherokee Nation Entertainment	4044	72.6%	8.2%
	2. Catoosa		55.7%	13.2%
	3. Ft. Gibson		94.4%	4.9%
	4. Jay Laundry		96.0%	4.0%
	5. Ramona		66.2%	6.0%
	6. Roland		87.1%	4.0%
	7. Sallisaw		88.1%	4.0%
	8. S. Coffeyville		78.9%	4.9%
	9. Tahlequah		91.4%	2.7%
	10. West Siloam		85.5%	3.9%
	11. Will Rogers Downs		65.2%	6.1%
	12. Blue Ribbons Downs		66.7%	0.0%
	13. Corporate		72.1%	10.0%
C.	Cherokee Nation Business	442	68.4%	7.7%
D.	Cherokee Nation Assurance	83	2.5%	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	321	0.0%	0.0%
H.	Cherokee Services Group	83	0.0%	0.0%
I.	Cherokee Security and Defense	17	17.6%	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	206	84.9%	6.8%
M.	Cherokee Nation Red Wing	66	12.7%	1.6%
N.	Cherokee Nation Medical Services	24	0.0%	0.0%
O.	Cherokee Nation Health Services	269	0.0%	0.0%
P.	Cherokee Nation Government Solutions	31	100.0%	0.0%
Q.	Cherokee Nation Technology Solutions	474	0.0%	0.0%
R.	Cherokee CRC LLC	30	6.7%	3.3%
S.	Cherokee Nation 3S	51	7.8%	0.0%
T.	Cherokee Nation Construction Services	11	90.9%	0.0%
U.	CN Mission Solutions	78	0.0%	0.0%
V.	Cherokee Nat Office Solutions	2	50.0%	0.0%
W.	Cherokee Nation Mechanical	24	0.0%	0.0%

II. Organization Levels:

		Total Employees*	Cherokee	Other Tribe
A.	All Cherokee Nation businesses			
1.	Vice President and above	28	64.3%	0.0%
2.	Director/General Manager	81	55.6%	4.9%
3.	Manager	485	52.0%	4.5%
4.	Supervisor	220	67.3%	5.5%
5.	Non Management	5700	53.0%	6.6%
B.	Cherokee Nation Entertainment			
1.	Vice President and above	4	50.0%	0.0%
2.	Director/General Manager	27	70.4%	7.4%
3.	Manager	213	75.6%	3.3%
4.	Supervisor	193	68.9%	4.7%
5.	Non Management	3580	71.6%	8.9%
C.	Cherokee Nation Business			
1.	Vice President and above	19	73.7%	0.0%
2.	Director/General Manager	23	56.5%	8.7%
3.	Manager	100	67.0%	8.0%
4.	Supervisor	7	71.4%	28.6%
5.	Non Management	305	69.2%	8.9%
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	74	0.0%	0.0%
E.	Cherokee Nation Construction Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	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	17	0.0%	0.0%
4.	Supervisor	0	0.0%	0.0%
5.	Non Management	301	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	78	3.8%	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	12	16.7%	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	185	86.5%	5.9%

**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	52	11.5%	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	23	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	263	0.0%	1.9%
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	29	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	54	0.0%	0.0%
4.	Supervisor	2	0.0%	0.0%
5.	Non Management	413	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	46	2.2%	2.2%
V.	Cherokee Nation Construction Services			
1.	Vice President and above	0	0.0%	0.0%
2.	Director/General Manager	2	50.0%	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	20	0.0%	0.0%

III. Additional Cherokee Nation Entertainment information

	Total	Cherokee	Other Tribe
A. Hiring Practices			
1. Active Resumes/Applications	1521	32.3%	7.6%
2. Total Positions Hired	166	59.6%	9.0%
B. Retention			
1. Employees Terminated	132	64.4%	13.6%
Attendance	11	72.7%	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	2	0.0%	0.0%
Failure To Meet Min Employment Req.	6	83.3%	0.0%
Failure to Return from Leave	8	62.5%	12.5%
Gross Misconduct	0	0.0%	0.0%
Misconduct	3	0.0%	0.0%
No Call-No Show	15	73.3%	0.0%
No Show Orientation	6	66.7%	16.7%
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	26	69.2%	7.7%
Return to School	46	67.4%	17.4%
Short Term Disability Ended	0	0.0%	0.0%
Transfer to Affiliate	1	0.0%	0.0%
Unsatisfactory Performance	1	100.0%	0.0%
Violation of Rules	0	0.0%	0.0%
Voluntary Separation Program	7	85.7%	14.3%

	Total	Cherokee	Other Tribe
2. Promotions	37	78.4%	13.5%
Job titles of Promoted Cherokees			
Lead Security Guard			
Lead Players Club Rep			
Lead Fac.Maintenance Associate			
Bell Captain			
Mixologist			
Security Guard/Armed			
Production Cook			
Chemical Technician			
E-Games tech 1			
Buffet Associate			
Banquet Set-up			
Cage shift Manager			
Asst. Course Superintendent			
Hotel Detective			
Surveillance Agent			
Security Guard/Unarmed			
Valet Attendant			
Surveillance Technology Mgr			
F & B Manager - Level 2			
Fac/Maint. Associate			