

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



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

I. Tribal Employment:

| | | Total Employees 6546 | Cherokee | Other Tribe |
|-----------|--|----------------------------|---------------|--------------|
| A. | All Cherokee Nation Businesses (Including All Employees) | | | |
| 1A. | Cherokee Nation Businesses | 4930 | 69.4% | 6.9% |
| | <i>(Excluding Contract and Temporary Employees, including companies where we can't practice preference)</i> | | | |
| 1B. | Cherokee Nation Businesses | 4625 | 73.1% | 7.2% |
| | <i>(Excluding Contract and Temporary Employees, including companies where we can practice preference)</i> | | | |
| B. | 1. Cherokee Nation Entertainment | 4056 | 73.0% | 7.3% |
| | 2. Catoosa | | 55.1% | 12.7% |
| | 3. Ft. Gibson | | 95.6% | 3.8% |
| | 4. Jay Laundry | | 100.0% | 0.0% |
| | 5. Ramona | | 69.0% | 2.5% |
| | 6. Roland | | 88.2% | 3.2% |
| | 7. Sallisaw | | 89.4% | 3.3% |
| | 8. S. Coffeyville | | 75.6% | 5.9% |
| | 9. Tahlequah | | 92.4% | 2.0% |
| | 10. West Siloam | | 87.7% | 2.7% |
| | 11. Will Rogers Downs | | 64.5% | 5.6% |
| | 12. Blue Ribbons Downs | | 66.7% | 0.0% |
| | 13. Corporate | | 73.8% | 8.9% |
| C. | Cherokee Nation Business | 440 | 67.6% | 7.2% |
| D. | Cherokee Nation Assurance | 106 | 1.0% | 0.0% |
| E. | Cherokee Nation Metal Works | 37 | 81.1% | 2.7% |
| F. | Cherokee Nation Construction Services | 18 | 50.0% | 0.0% |
| G. | Cherokee Nation Technology | 352 | 0.0% | 0.0% |
| H. | Cherokee Services Group | 90 | 0.0% | 0.0% |
| I. | Cherokee Nation Security and Defense | 19 | 21.1% | 0.0% |
| J. | Cherokee Nation Industries | 17 | 76.5% | 5.9% |
| K. | CN Aerospace and Defense, LLC | 9 | 88.9% | 0.0% |
| L. | CND LLC | 183 | 84.7% | 6.6% |
| M. | Cherokee Nation Red Wing | 68 | 0.0% | 0.0% |
| N. | Cherokee Medical Services | 15 | 0.0% | 0.0% |
| O. | Cherokee Nation Healthcare Services | 215 | 0.0% | 0.0% |
| P. | Cherokee Nation Government Solutions | 24 | 0.0% | 0.0% |
| Q. | Cherokee Nation Technology Solutions | 473 | 0.0% | 0.0% |
| R. | Cherokee CRC LLC | 39 | 2.6% | 2.6% |
| S. | Cherokee Nation 3S | 43 | 9.3% | 0.0% |
| T. | Cherokee Nation Construction Resources | 8 | 100.0% | 0.0% |
| U. | CN Mission Solutions | 110 | 0.0% | 0.0% |
| V. | Cherokee Nat Office Solutions | 2 | 50.0% | 0.0% |
| W. | Cherokee Nation Mechanical | 21 | 0.0% | 0.0% |
| X. | Cherokee Nation Defense Solutions | 4 | 0.0% | 0.0% |
| Y. | Cherokee Nation Property Mgt. | 10 | 70.0% | 10.0% |

| | | | | |
|-----|---|-----|-------|-------|
| Z. | Cherokee Nation Strategic Programs | 19 | 0.0% | 0.0% |
| AA. | Cherokee Nation Environmental Solutions | 3 | 66.7% | 0.0% |
| BB. | Cherokee Nation Telecommunications | 20 | 70.0% | 15.0% |
| CC. | Cherokee Nation Protective Services | 0 | 0.0% | 0.0% |
| DD. | Cherokee Nation Facilities Management | 0 | 0.0% | 0.0% |
| EE. | Cherokee Nation Systems Solutions | 0 | 0.0% | 0.0% |
| FF. | Cherokee Nation Medical Logistics | 0 | 0.0% | 0.0% |
| GG. | Cherokee Nation Management & Consulting | 145 | 0.0% | 0.0% |
| HH. | Cherokee Nation Diagnostic Innovations | 0 | 0.0% | 0.0% |

II. Organization Levels:

| | | Total Employees* | Cherokee | Other Tribe |
|----|---------------------------------------|---------------------|----------|-------------|
| A. | All Cherokee Nation businesses | | | |
| 1. | Vice President and above | 28 | 67.9% | 0.0% |
| 2. | Director/General Manager | 90 | 57.8% | 4.4% |
| 3. | Manager | 464 | 50.4% | 4.1% |
| 4. | Supervisor | 219 | 68.0% | 5.0% |
| 5. | Non Management | 5746 | 52.9% | 5.9% |
| B. | Cherokee Nation Entertainment | | | |
| 1. | Vice President and above | 4 | 75.0% | 0.0% |
| 2. | Director/General Manager | 31 | 74.2% | 6.5% |
| 3. | Manager | 206 | 73.8% | 2.4% |
| 4. | Supervisor | 189 | 69.8% | 4.2% |
| 5. | Non Management | 3574 | 72.2% | 8.0% |
| C. | Cherokee Nation Business | | | |
| 1. | Vice President and above | 19 | 73.7% | 0.0% |
| 2. | Director/General Manager | 30 | 56.7% | 6.7% |
| 3. | Manager | 94 | 64.9% | 7.4% |
| 4. | Supervisor | 8 | 75.0% | 25.0% |
| 5. | Non Management | 311 | 69.5% | 7.7% |
| D. | Cherokee Nation Assurance | | | |
| 1. | Vice President and above | 1 | 0.0% | 0.0% |
| 2. | Director/General Manager | 1 | 0.0% | 0.0% |
| 3. | Manager | 6 | 16.7% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 98 | 0.0% | 0.0% |

**Includes all Employees*

| | | Total Employees* | Cherokee | Other Tribe |
|-----------|--|---------------------|----------|-------------|
| E. | Cherokee Nation Metal Works | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 1 | 100.0% | 0.0% |
| 3. | Manager | 2 | 50.0% | 0.0% |
| 4. | Supervisor | 1 | 0.0% | 0.0% |
| 5. | Non Management | 33 | 84.8% | 3.0% |
| F. | 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 | 7.7% | 7.7% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 3 | 33.3% | 0.0% |
| G. | Cherokee Nation Technology | | | |
| 1. | Vice President and above | 1 | 0.0% | 0.0% |
| 2. | Director/General Manager | 2 | 0.0% | 0.0% |
| 3. | Manager | 18 | 0.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 313 | 0.0% | 1.6% |
| 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 | 5 | 0.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 84 | 3.6% | 0.0% |
| I. | Cherokee Security and Defense | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 2 | 100.0% | 0.0% |
| 3. | Manager | 5 | 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 | 2 | 100.0% | 0.0% |
| 4. | Supervisor | 2 | 50.0% | 0.0% |
| 5. | Non Management | 30 | 73.3% | 13.3% |

**Includes all Employees*

| | | Total Employees* | Cherokee | Other Tribe |
|-----------|---|---------------------|----------|-------------|
| K. | CN Aerospace and Defense, LLC | | | |
| 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 | 9 | 88.9% | 0.0% |
| L. | CND LLC. | | | |
| 1. | Vice President and above | 31 | 74.2% | 6.5% |
| 2. | Director/General Manager | 206 | 73.8% | 2.4% |
| 3. | Manager | 189 | 69.8% | 4.2% |
| 4. | Supervisor | 3574 | 72.2% | 8.0% |
| 5. | Non Management | 1 | 100.0% | 0.0% |
| M. | 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 | 0 | 0.0% | 0.0% |
| 5. | Non Management | 55 | 12.7% | 0.0% |
| N. | Cherokee Medical Services | | | |
| 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 | 15 | 0.0% | 0.0% |
| O. | Cherokee Nation Healthcare Services | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 1 | 0.0% | 0.0% |
| 3. | Manager | 4 | 25.0% | 0.0% |
| 4. | Supervisor | 2 | 0.0% | 0.0% |
| 5. | Non Management | 208 | 0.0% | 1.9% |
| P. | Cherokee Nation Government Solutions | | | |
| 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% |

**Includes all Employees*

| | | | | | |
|-----------|---|--------------------------|-----------------------------|-----------------|--------------------|
| Q. | Cherokee Nation Technology Solutions | | Total Employees* | Cherokee | Other Tribe |
| | 1. | Vice President and above | 0 | 0.0% | 0.0% |
| | 2. | Director/General Manager | 5 | 0.0% | 0.0% |
| | 3. | Manager | 48 | 0.0% | 0.0% |
| | 4. | Supervisor | 1 | 0.0% | 0.0% |
| | 5. | Non Management | 419 | 0.2% | 0.2% |
| 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 | 7 | 0.0% | 28.6% |
| | 4. | Supervisor | 1 | 0.0% | 0.0% |
| | 5. | Non Management | 30 | 3.3% | 3.3% |
| S. | 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 | 38 | 2.6% | 2.6% |
| T. | Cherokee Nation Construction Resources | | | | |
| | 1. | Vice President and above | 0 | 0.0% | 0.0% |
| | 2. | Director/General Manager | 2 | 50.0% | 0.0% |
| | 3. | Manager | 13 | 7.7% | 7.7% |
| | 4. | Supervisor | 0 | 0.0% | 0.0% |
| | 5. | Non Management | 3 | 33.3% | 0.0% |
| U. | 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% |
| V. | 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 | 1 | 0.0% | 0.0% |

**Includes all Employees*

| | | Total Employees* | Cherokee | Other Tribe |
|------------|--|---------------------|----------|-------------|
| W. | Cherokee Nation Mechanical | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 0 | 0.0% | 0.0% |
| 3. | Manager | 3 | 0.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 18 | 0.0% | 0.0% |
| X. | Cherokee Nation Defense 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 | 4 | 0.0% | 0.0% |
| Y. | Cherokee Nation Property Mgt. | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 1 | 0.0% | 0.0% |
| 3. | Manager | 7 | 71.4% | 14.3% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 1 | 100.0% | 0.0% |
| Z. | Cherokee Nation Strategic Programs | | | |
| 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 | 17 | 0.0% | 0.0% |
| AA. | Cherokee Nation Environmental 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 | 1 | 100.0% | 0.0% |
| BB. | Cherokee Nation Telecom | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 0 | 0.0% | 0.0% |
| 3. | Manager | 1 | 100.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 20 | 5.0% | 0.0% |

**Includes all Employees*

| | | Total Employees* | Cherokee | Other Tribe |
|------------|--|---------------------|----------|-------------|
| CC. | Cherokee Nation Protective Services | | | |
| 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% |
| DD. | Cherokee Nation Facilities Management | | | |
| 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% |
| EE. | Cherokee Nation Systems 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% |
| FF. | Cherokee Nation Medical Logistics | | | |
| 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% |
| GG. | Cherokee Nation Management & Consulting | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 3 | 0.0% | 0.0% |
| 3. | Manager | 12 | 0.0% | 0.0% |
| 4. | Supervisor | 1 | 0.0% | 0.0% |
| 5. | Non Management | 130 | 0.0% | 0.0% |
| HH. | Cherokee Nation Diagnostic Innovations | | | |
| 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% |

**Includes all Employees*

III. Additional Cherokee Nation Entertainment information

| | | Total | Cherokee | Other Tribe |
|-----------|-------------------------------------|------------|--------------|-------------|
| A. | Hiring Practices | | | |
| 1. | Active Resumes/Applications | 1656 | 27.5% | 8.9% |
| 2. | Total Positions Hired | 191 | 70.2% | 9.9% |
| B. | Retention | | | |
| 1. | Employees Terminated | 163 | 60.7% | 8.0% |
| | Attendance | 4 | 100.00% | 100.00% |
| | 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 | 0 | 0.0% | 0.0% |
| | Failure To Meet Min Employment Req. | 3 | 100.00% | 100.00% |
| | Failure to Return from Leave | 1 | 100.00% | 100.00% |
| | Gross Misconduct | 0 | 0.0% | 0.0% |
| | Misconduct | 2 | 100.00% | 100.00% |
| | No Call-No Show | 32 | 100.00% | 100.00% |
| | No Show Orientation | 5 | 100.00% | 100.00% |
| | Personal Reasons | 0 | 0.0% | 0.0% |
| | Relocation | 1 | 100.00% | 100.00% |
| | Resignation-Other Position | 0 | 0.0% | 0.0% |
| | Resigned with Notice | 0 | 0.0% | 0.0% |
| | Resigned without Notice | 61 | 100.00% | 100.00% |
| | Return to School | 42 | 100.00% | 100.00% |
| | Short Term Disability Ended | 0 | 0.0% | 0.0% |
| | Transfer to Affiliate | 1 | 100.00% | 100.00% |
| | Unsatisfactory Performance | 0 | 0.0% | 0.0% |
| | Violation of Rules | 3 | 100.00% | 100.00% |
| | Voluntary Separation Program | 8 | 100.00% | 100.00% |

2. Promotions**Job titles of Promoted Cherokees****Total
40****Cherokee
82.5%****Other Tribe
5.0%**

Security Supervisor

Revenue Audit Associate I

Marketing Mgr. Tahl/Ft. Gibson

Revenue Audit Associate II

Dual Rate Lead

Main Cage Cashier

Mixologist

Lead Main Cage Cashier

Fac/Maint. Associate

Production Cook

Lead Retail Cashier II

Fleet Administrator

Surveillance Agent

Front Office Lead

Culinary - Utility I

F & B Manager - Level 2

F & B Supervisor - Level 1

F & B Supervisor - Level 3

Steward Supervisor

Drop Count Lead

ES Associate - Level 4

Lead Gaming Floor Cashier

Cashiering Supervisor

Application Systems Analyst I

EVS Casino Attendant

Drop Count Associate I

Security Guard/ Unarmed