

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



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

I. Tribal Employment:

| | | Total Employees | Cherokee | Other Tribe |
|-----|---|--------------------|----------|-------------|
| A. | All Cherokee Nation Businesses (Including All Employees) | 6686 | | |
| 1A. | Cherokee Nation Businesses (Excluding Contract and Temporary Employees, including companies where we can't practice preference) | 5050 | 69.7% | 6.5% |
| 1B. | Cherokee Nation Businesses (Excluding Contract and Temporary Employees, including companies where we can practice preference) | 4742 | 73.5% | 6.8% |
| B. | 1. Cherokee Nation Entertainment | 4186 | 73.6% | 6.9% |
| | 2. Catoosa | | 57.5% | 11.4% |
| | 3. Ft. Gibson | | 95.4% | 3.9% |
| | 4. Jay Laundry | | 100.0% | 0.0% |
| | 5. Ramona | | 66.7% | 1.9% |
| | 6. Roland | | 88.1% | 3.2% |
| | 7. Sallisaw | | 89.8% | 3.1% |
| | 8. S. Coffeyville | | 71.8% | 7.3% |
| | 9. Tahlequah | | 92.5% | 2.0% |
| | 10. West Siloam | | 88.5% | 2.3% |
| | 11. Will Rogers Downs | | 62.6% | 5.9% |
| | 12. Blue Ribbons Downs | | 66.7% | 0.0% |
| | 13. Corporate | | 74.9% | 9.0% |
| C. | Cherokee Nation Business | 464 | 67.3% | 6.8% |
| D. | Cherokee Nation Assurance | 110 | 1.0% | 0.0% |
| E. | Cherokee Nation Metal Works | 15 | 86.7% | 0.0% |
| F. | Cherokee Nation Construction Services | 15 | 50.0% | 0.0% |
| G. | Cherokee Nation Technology | 366 | 0.0% | 0.0% |
| H. | Cherokee Services Group | 90 | 0.0% | 0.0% |
| I. | Cherokee Nation Security and Defense | 17 | 23.5% | 0.0% |
| J. | Cherokee Nation Industries | 0 | 0.0% | 0.0% |
| K. | CN Aerospace and Defense, LLC | 9 | 88.9% | 0.0% |
| L. | CND LLC | 183 | 84.7% | 6.6% |
| M. | Cherokee Nation Red Wing | 89 | 1.6% | 1.6% |
| N. | Cherokee Medical Services | 3 | 0.0% | 0.0% |
| O. | Cherokee Nation Healthcare Services | 234 | 0.0% | 0.0% |
| P. | Cherokee Nation Government Solutions | 25 | 0.0% | 0.0% |
| Q. | Cherokee Nation Technology Solutions | 405 | 0.0% | 0.0% |
| R. | Cherokee CRC LLC | 22 | 0.0% | 4.5% |
| S. | Cherokee Nation 3S | 37 | 8.1% | 0.0% |
| T. | Cherokee Nation Construction Resources | 6 | 100.0% | 0.0% |
| U. | CN Mission Solutions | 124 | 0.0% | 0.0% |
| V. | Cherokee Nat Office Solutions | 2 | 50.0% | 0.0% |
| W. | Cherokee Nation Mechanical | 20 | 0.0% | 0.0% |
| X. | Cherokee Nation Defense Solutions | 3 | 0.0% | 0.0% |
| Y. | Cherokee Nation Property Mgt. | 0 | 0.0% | 0.0% |

| | | | | |
|-----|---|-----|-------|-------|
| Z. | Cherokee Nation Strategic Programs | 46 | 0.0% | 0.0% |
| AA. | Cherokee Nation Environmental Solutions | 8 | 25.0% | 0.0% |
| BB. | Cherokee Nation Telecommunications | 19 | 68.4% | 15.8% |
| 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 | 188 | 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 | 30 | 63.3% | 3.3% |
| 2. | Director/General Manager | 95 | 55.8% | 6.3% |
| 3. | Manager | 473 | 51.2% | 4.7% |
| 4. | Supervisor | 233 | 68.7% | 6.0% |
| 5. | Non Management | 5855 | 53.4% | 5.7% |
| B. | Cherokee Nation Entertainment | | | |
| 1. | Vice President and above | 4 | 75.0% | 0.0% |
| 2. | Director/General Manager | 32 | 71.9% | 6.3% |
| 3. | Manager | 216 | 74.5% | 2.8% |
| 4. | Supervisor | 203 | 69.5% | 5.4% |
| 5. | Non Management | 3682 | 72.6% | 7.5% |
| C. | Cherokee Nation Business | | | |
| 1. | Vice President and above | 22 | 68.2% | 4.5% |
| 2. | Director/General Manager | 33 | 54.5% | 9.1% |
| 3. | Manager | 96 | 62.5% | 8.3% |
| 4. | Supervisor | 8 | 75.0% | 25.0% |
| 5. | Non Management | 314 | 67.8% | 8.9% |
| 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 | 7 | 14.3% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 101 | 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 | 0 | 0.0% | 0.0% |
| 3. | Manager | 1 | 100.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 14 | 85.7% | 0.0% |
| 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 | 9 | 11.1% | 11.1% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 4 | 25.0% | 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 | 19 | 0.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 344 | 0.0% | 1.5% |
| 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 | 4 | 0.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 11 | 18.2% | 0.0% |
| J. | Cherokee Nation Industries | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 2 | 50.0% | 0.0% |
| 3. | Manager | 0 | 0.0% | 0.0% |
| 4. | Supervisor | 2 | 50.0% | 0.0% |
| 5. | Non Management | 15 | 73.3% | 20.0% |

**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 | 32 | 71.9% | 6.3% |
| 2. | Director/General Manager | 216 | 74.5% | 2.8% |
| 3. | Manager | 203 | 69.5% | 5.4% |
| 4. | Supervisor | 3682 | 72.6% | 7.5% |
| 5. | Non Management | 0 | 0.0% | 0.0% |
| M. | Cherokee Nation Red Wing | | | |
| 1. | Vice President and above | 0 | 0.0% | 0.0% |
| 2. | Director/General Manager | 2 | 0.0% | 50.0% |
| 3. | Manager | 11 | 0.0% | 18.2% |
| 4. | Supervisor | 1 | 0.0% | 0.0% |
| 5. | Non Management | 75 | 21.3% | 4.0% |
| 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 | 3 | 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 | 227 | 0.0% | 1.8% |
| 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 | 24 | 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 | 40 | 0.0% | 0.0% |
| 4. | Supervisor | 1 | 0.0% | 0.0% |
| 5. | Non Management | 359 | 0.3% | 0.3% |
| 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 | 14 | 0.0% | 7.1% |
| 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 | 3 | 33.3% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 33 | 3.0% | 3.0% |
| 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 | 9 | 11.1% | 11.1% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 4 | 25.0% | 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 | 1 | 100.0% | 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 | 17 | 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 | 3 | 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 | 9 | 77.8% | 11.1% |
| 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 | 5 | 0.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 40 | 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 | 3 | 0.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 4 | 25.0% | 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 | 0 | 0.0% | 0.0% |
| 4. | Supervisor | 0 | 0.0% | 0.0% |
| 5. | Non Management | 0 | 0.0% | 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 | 15 | 0.0% | 0.0% |
| 4. | Supervisor | 1 | 0.0% | 0.0% |
| 5. | Non Management | 170 | 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 | 1970 | 32.8% | 8.2% |
| 2. Total Positions Hired | 189 | 72.0% | 3.7% |
| B. Retention | | | |
| 1. Employees Terminated | 91 | 68.1% | 8.8% |
| 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 | 3 | 100.00% | 100.00% |
| No Call-No Show | 11 | 100.00% | 100.00% |
| No Show Orientation | 4 | 100.00% | 100.00% |
| 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 | 17 | 100.00% | 100.00% |
| Return to School | 43 | 100.00% | 100.00% |
| 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 | 0 | 0.0% | 0.0% |
| Voluntary Separation Program | 5 | 100.00% | 100.00% |

2. Promotions

Job titles of Promoted Cherokees

Total
55

Cherokee
83.6%

Other Tribe
9.1%

Lead F&B
Associate/Bartender
Lead Smokeshop Cashier
Drop Count Lead
Lead Security Guard
Lead Surveillance Agent
Main Cage Cashier
Mixologist
Fac./Maintenance Technician
Hard Rock Retail Lead
Assoc.
Spa Receptionist
Massage Therapist
Drop Count Associate I
Security Guard/Armed
Security Guard/Unarmed
Front Office Lead
ES Associate Level 1
Gaming Accountant I
Guest Service Agent
Production Cook
Revenue Audit Associate II
Customer Service
Administrator
ES Associate - Level 6
Surveillance Agent
Casino Service
Representative
Baker 1
EVS Casino Attendant- WRD
F & B Manager - Level 1- NL
Facilities Manager
Warehouse Manager
Cage shift Manager
Security Supervisor
Players Club Supervisor
Cashiering Supervisor