

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**January 1, 2017
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of December 2016**

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Tribal Employment:

I. Overall				
	Total Employees	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses	6711	3547	329	1209
Cherokee Nation Businesses- Preference	4814	73.4%	6.8%	19.6%
(Excluding Temporary Employees, including companies where we can practice preference)				
Cherokee Nation Businesses- Non Preference	282	69.6%	6.5%	23.7%
(Excluding Temporary Employees, including companies where we can't practice preference)				
II. By Company				
Cherokee Preference Companies				
*Includes Temporary and Contract Employees				
Cherokee Nation Entertainment	4216 ▲	73.7% ▲	6.8% ▼	19.5% ▼
Catoosa	1621 ▼	55.5% ▼	11.8% ▲	32.7% ▲
Ft. Gibson	156 ▲	95.5% ▲	3.8% ▼	0.6% ▼
Grove	172 ▲	85.5% ▲	4.7% ▲	9.9% ▲
Jay Laundry	27 ▲	100.0% ■	0.0% ■	0.0% ■
Ramona	149 ▼	66.4% ▼	2.0% ▲	31.5% ▲
Roland	500 ▼	88.0% ▼	3.2% ■	8.8% ▼
Sallisaw	125 ▼	90.4% ▲	2.4% ▼	7.2% ▲
S. Coffeyville	122 ▼	71.3% ▼	7.4% ▲	21.3% ▲
Tahlequah	197 ▼	92.4% ▼	2.0% ■	5.6% ▼
West Siloam	741 ▲	88.5% ■	2.4% ▲	9.0% ▼
Will Rogers Downs	197 ▼	62.4% ▼	5.6% ▼	32.0% ▼
Blue Ribbons Downs	3 ■	66.7% ■	0.0% ■	33.3% ■
Corporate	206 ▲	72.3% ▼	9.2% ▲	18.4% ▲
Cherokee Nation Business	476 ▲	67.5% ▲	6.8% ▲	25.6% ▼
Cherokee Nation Property Management	11 ■	72.7% ■	9.1% ■	18.2% ■
Sub-Total:	4703 ▲	73.1% ▲	6.8% ▼	20.1% ■
Native American Preference Companies				
*Includes Temporary and Contract Employees				
Cherokee Nation Industries	0 ■	0.0% ■	0.0% ■	0.0% ■
CN Aerospace and Defense, LLC	9 ■	88.9% ■	0.0% ■	11.1% ■
CND LLC	177 ▼	85.3% ▲	6.8% ▲	7.9% ▼
Cherokee Nation Metal Works	0 ▼	0.0% ▼	0.0% ▼	0.0% ▼
Cherokee Nat Office Solutions	2 ■	50.0% ■	0.0% ■	50.0% ■
Cherokee Nation Red Wing	103 ▲	0.0% ▼	0.0% ▼	100.0% ▲
Cherokee Nation Telecommunications	19 ■	68.4% ■	15.8% ■	15.8% ■
Sub-Total:	310 ▲	83.5% ▼	6.1% ▲	10.4% ▼
Non-Preference Companies				
*Includes Temporary and Contract Employees				
Cherokee Nation Technology	367 ▲	0.0% ■	0.0% ■	100.0% ■
Cherokee Services Group	91 ▲	0.0% ■	0.0% ■	0.0% ■

Cherokee Nation Security and Defense	15 ▼	20.0% ▼	0.0% ■	80.0% ▲
Cherokee Nation Assurance	109 ▼	1.0% ■	0.0% ■	99.0% ■
Cherokee Nation Construction Services	15 ■	50.0% ■	0.0% ■	50.0% ■
Cherokee Medical Services	3 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Healthcare Services	228 ▼	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Government Solutions	23 ▼	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Technology Solutions	394 ▼	0.0% ■	0.0% ■	0.0% ■
Cherokee CRC LLC	23 ▲	0.0% ■	4.3% ▼	95.2% ▲
Cherokee Nation 3S	34 ▼	8.8% ▲	0.0% ■	80.0% ■
Cherokee Nation Construction Resources	5 ▼	100.0% ■	0.0% ■	0.0% ■
CN Mission Solutions	127 ▲	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Mechanical	18 ▼	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Defense Solutions	3 ■	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Strategic Programs	47 ▲	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Environmental Solutions	10 ▲	20.0% ▼	0.0% ■	33.3% ▼
Cherokee Nation Protective Services	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Facilities Management	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Systems Solutions	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Medical Logistics	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Management & Consulting	186 ▼	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Diagnostic Innovations	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Red Wing	61 ▼	0.0% ■	0.0% ■	100.0% ■
Sub-Total:	1759 ▼	5.3% ▼	0.4% ▼	94.3% ▲

III. Organization Levels

<i>*Includes Temporary and Contract Employees</i>	Total Employees*	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses				
Vice President and above	30 ■	60.0% ▼	6.7% ▲	33.3% ■
Director/General Manager	94 ▼	55.3% ▼	6.4% ▼	38.3% ▲
Manager	474 ▲	50.8% ▼	4.4% ▼	44.7% ▲
Supervisor	233 ■	67.8% ▼	5.6% ▼	26.6% ▼
Non-Management	5880 ▲	53.4% ■	5.7% ■	40.9% ■
Subtotal	6711 ▲			

III. Additional Cherokee Nation Entertainment Information

Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	2123 ▲	30.8% ▼	7.7% ▼	61.6% ▲
Total Positions Hired	103 ▼	69.9% ▼	8.7% ▲	20.4% ▼
Retention				
Employees Terminated	86 ▼	73.3% ▲	10.5% ▲	16.3% ▼
Attendance	4 ■	50.00% ■	25.00% ■	25.00% ■
Failure To Meet Min Employment Req.	3 ■	66.67% ■	0.00% ■	33.33% ■
Failure to Return from Leave	1 ■	100.00% ■	0.00% ■	0.00% ■

No Call-No Show	12 ▲	58.33% ▲	16.67% ■	25.00% ■
No Show Orientation	6 ▼	83.33% ▼	16.67% ▼	0.00% ■
Resigned without Notice	17 ■	76.47% ■	17.65% ■	5.88% ■
Return to School	35 ▼	77.14% ▼	5.71% ▼	17.14% ▼
Violation of Rules	1 ▲	100.00% ▲	0.00% ■	0.00% ■
Voluntary Separation Program	7 ▲	71.43%	0.00% ■	28.57% ▲
2. Promotions	Total	Cherokee	Other Tribe	Non-Native
	49 ▼	85.7% ▲	10.2% ▲	4.1% ▼
Job titles of Promoted Cherokees				
Accounting Manager II				
Baker 1				
Baker 2				
Cashiering Supervisor				
Casino Shift Manager				
Catering Manager				
CNE Sales Specialist				
Customer Service Administrator				
Drop Count Associate I				
Drop Count Associate II- WRD				
E Games Tech 2				
E-Games tech 1				
EGames Technician Supervisor				
ES Associate Level 1				
EVS Casino Attendant				
EVS Lead Casino Attendant				
F & B Manager - Level 3				
F & B Supervisor - Level 2				
Front Office Lead				
General Manager II				
Housekeeper-NL				
Lead Main Cage Cashier				
Lead Security Guard				
Lead Surveillance Agent				
Main Cage Cashier				
Mixologist				
Pantry Person				
Players Club Supervisor				
Production Cook				
Production Cook- WRD				
Room Inspector				
Security Guard/Armed				

Security Guard/Unarmed				
Surveillance Agent				
Wok Cook				

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment				
Vice President and above	4 ■	75.0% ■	0.0% ■	25.0% ■
Director/General Manager	32 ■	71.9% ■	6.3% ■	21.9% ■
Manager	217 ▲	74.2% ▼	2.8% ■	23.0% ▲
Supervisor	207 ▲	70.0% ▲	4.8% ▼	25.1% ■
Non-Management	3756 ▲	72.7% ▲	7.5% ■	19.8% ▲
Subtotal	4216 ▲			
Cherokee Nation Business				
Vice President and above	23 ▲	65.2% ▼	8.7% ▼	26.1% ▼
Director/General Manager	34 ▲	55.9% ▲	8.8% ▼	35.3% ▲
Manager	99 ▲	61.6% ▲	8.1% ▲	30.3% ▼
Supervisor	9 ▲	66.7% ▼	22.2% ▼	11.1% ▲
Non-Management	311 ▼	67.5% ▼	9.0% ▲	23.5% ▲
Subtotal	476 ▲			
Cherokee Nation Assurance				
Vice President and above	1 ■	0.0% ■	0.0% ■	100.0% ■
Director/General Manager	1 ■	0.0% ■	0.0% ■	100.0% ■
Manager	7 ■	14.3% ■	0.0% ■	85.7% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	100 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	109			
Cherokee Nation Metal Works				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	0 ▼	0.0% ▼	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	0 ■	0.0% ■	0.0% ■	0.0% ■
Subtotal	0 ▼			
Cherokee Nation Construction Services				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	2 ■	50.0% ■	0.0% ■	50.0% ■
Manager	9 ■	11.1% ■	11.1% ■	77.8% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	4 ■	25.0% ■	0.0% ■	75.0% ■
Subtotal	15 ■			

Cherokee Nation Technology				
Vice President and above	1 ■	0.0% ■	0.0% ■	100.0% ■
Director/General Manager	2 ■	0.0% ■	0.0% ■	100.0% ■
Manager	19 ■	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	345 ▲	0.0% ■	1.4% ▼	98.6% ▲
Subtotal	367			
Cherokee Services Group				
Vice President and above	1 ■	0.0% ■	0.0% ■	100.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	6 ▲	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	84 ■	3.6% ■	0.0% ■	96.4% ■
Subtotal	91 ▲			
Cherokee Nation Security and Defense				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ▼	100.0% ■	0.0% ■	0.0% ■
Manager	3 ▼	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	11 ■	18.2% ■	0.0% ■	81.8% ■
Subtotal	15 ▼			
Cherokee Nation Industries				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ▼	0.0% ▼	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ▼	0.0% ▼	0.0% ■	0.0% ■
Non-Management	0 ▼	0.0% ▼	0.0% ▼	0.0% ▼
Subtotal	0 ▼			
CN Aerospace and Defense, LLC				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	9 ■	88.9% ■	0.0% ■	11.1% ■
Subtotal	9 ■			

CND LLC.				
Vice President and above	0 ▼	0.0% ▼	0.0% ■	0.0% ■
Director/General Manager	2 ▼	100.0% ■	0.0% ■	0.0% ■
Manager	7 ■	57.1% ▼	28.6% ■	14.3% ■
Supervisor	8 ▼	75.0% ▼	12.5% ■	12.5% ■
Non-Management	160 ▼	86.9% ▼	5.6% ■	7.5% ■
Subtotal	177 ▼			
Cherokee Nation Red Wing				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	2 ■	0.0% ■	50.0% ■	50.0% ■
Manager	12 ▲	16.7% ▲	8.3% ▲	75.0%
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	88 ▲	34.1% ▲	0.0%	65.9% ▲
Subtotal	103 ▲			
Cherokee Medical Services				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	3 ■	0.0% ■	0.0% ■	100.0% ■
Subtotal	3 ■			
Cherokee Nation Healthcare Services				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	0.0% ■	0.0% ■	100.0% ■
Manager	4 ■	25.0% ■	0.0% ■	75.0% ■
Supervisor	2 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	221 ▼	0.0% ■	1.8% ■	98.2% ▼
Subtotal	228 ▼			
Cherokee Nation Government Solutions				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	2 ▲	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	21 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	23 ▼			

Cherokee Nation Technology Solutions				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	5 ■	0.0% ■	0.0% ■	100.0% ■
Manager	40 ■	0.0% ■	0.0% ■	100.0% ■
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	348 ▼	0.3% ■	0.3% ■	99.4% ■
Subtotal	394 ▼			
Cherokee CRC LLC				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	7 ■	0.0% ■	28.6% ■	71.4% ■
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	15 ▲	0.0% ■	6.7% ▼	93.3% ▲
Subtotal	23 ▲			
Cherokee Nation 3S				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	100.0% ■	0.0% ■	0.0% ■
Manager	3 ■	33.3% ■	0.0% ■	66.7% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	30 ▼	3.3% ■	3.3% ■	93.3% ▼
Subtotal	34 ▼			
Cherokee Nation Construction Resources				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	100.0% ■	0.0% ■	0.0% ■
Manager	2 ■	100.0% ■	0.0% ■	0.0% ■
Supervisor	0 ▼	0.0% ▼	0.0% ■	0.0% ■
Non-Management	2 ■	100.0% ■	0.0% ■	0.0% ■
Subtotal	5 ▼			
CN Mission Solutions				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	0.0% ■	0.0% ■	100.0% ■
Manager	5 ■	0.0% ■	0.0% ■	100.0% ■
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	120 ▲	0.0% ■	0.0% ■	100.0% ■
Subtotal	127 ▲			

Cherokee Nat Office Solutions				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	100.0% ■	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	1 ■	0.0% ■	0.0% ■	100.0% ■
Subtotal	2 ■			
Cherokee Nation Mechanical				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	3 ■	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	15 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	18 ▼			
Cherokee Nation Defense Solutions				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	3 ■	0.0% ■	0.0% ■	100.0% ■
Subtotal	3 ■			
Cherokee Nation Property Mgt.				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	0.0% ■	0.0% ■	100.0% ■
Manager	9 ■	77.8% ■	11.1% ■	11.1% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	1 ■	100.0% ■	0.0% ■	0.0% ■
Subtotal	11 ■			
Cherokee Nation Strategic Programs				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	100.0% ■	0.0% ■	0.0% ■
Manager	5 ■	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	41 ▲	0.0% ■	0.0% ■	100.0% ■
Subtotal	47 ▲			

Cherokee Nation Environmental Solutions				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	100.0% ■	0.0% ■	0.0% ■
Manager	2 ▲	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	7 ▲	14.3% ▼	0.0% ■	85.7% ▲
Subtotal	10 ▲			
Cherokee Nation Telecom				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	2 ▲	50.0% ▲	0.0% ■	50.0% ▲
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	2 ▲	50.0% ▲	0.0% ■	50.0% ▲
Non-Management	15 ▲	73.3% ▲	20.0% ▲	6.7% ▲
Subtotal	19 ▲			
Cherokee Nation Protective Services				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	0 ■	0.0% ■	0.0% ■	0.0% ■
Subtotal	0 ■			
Cherokee Nation Facilities Management				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	0 ■	0.0% ■	0.0% ■	0.0% ■
Subtotal	0 ■			
Cherokee Nation Systems Solutions				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	0 ■	0.0% ■	0.0% ■	0.0% ■
Subtotal	0 ■			

Cherokee Nation Medical Logistics				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	0 ■	0.0% ■	0.0% ■	0.0% ■
Subtotal	0 ■			
Cherokee Nation Management & Consulting				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	3 ■	0.0% ■	0.0% ■	100.0% ■
Manager	13 ▼	0.0% ■	0.0% ■	100.0% ■
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	169 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	186 ▼			
Cherokee Nation Diagnostic Innovations				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Manager	0 ■	0.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	0 ■	0.0% ■	0.0% ■	0.0% ■
Subtotal	0 ■			
II. Full List of Termination Reasons				
Attendance				
CNGC License Denied				
CNGC License Revoked				
Death				
Elimination of Position				
End Temporary Employment				
Failure To Meet Min Employment Req.				
Failure to Return from Leave				
Gross Misconduct				
Misconduct				
No Call-No Show				
No Show Orientation				
Personal Reasons				
Relocation				
Resignation-Other Position				
Resigned with Notice				
Resigned without Notice				
Return to School				

Short Term Disability Ended				
Transfer to Affiliate				
Unsatisfactory Performance				
Violation of Rules				
Voluntary Separation Program				