

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



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

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Tribal Employment

I. Overall				
	Total Employees	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses	6,674	3,536	327	1,211
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Businesses- Preference	4,788	73.5%	6.8%	19.7%
<i>(Excluding Temporary Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	286	69.7%	6.4%	23.9%
<i>(Excluding Temporary Employees, including companies where we can't practice preference)</i>				
II. By Company				
Cherokee Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Entertainment	4,187 ▼	73.6% ▼	6.8% ▼	19.5% ■
Catoosa	1,608 ▼	55.5% ▲	11.8% ▼	32.6% ▼
Ft. Gibson	149 ▼	95.3% ▼	4.0% ▲	0.7% ▲
Grove	173 ■	85.0% ■	4.0% ■	11.0% ■
Jay Laundry	25 ▼	100.0% ■	0.0% ■	0.0% ■
Ramona	153 ▲	66.0% ▼	4.6% ▲	29.4% ▲
Roland	496 ▼	88.1% ▲	3.0% ▼	8.9% ▲
Sallisaw	125 ▼	90.4% ▼	2.4% ■	7.2% ▲
S. Coffeyville	123 ▲	69.1% ▼	7.3% ▼	23.6% ▲
Tahlequah	191 ▼	92.1% ▼	2.1% ▲	5.8% ▼
West Siloam	741 ▼	88.7% ▲	2.3% ▼	9.0% ■
Will Rogers Downs	195 ▼	64.6% ▲	5.6% ▲	29.7% ▼
Blue Ribbons Downs	3 ■	66.7% ■	0.0% ■	33.3% ■
Corporate	205 ▲	73.2% ▲	9.3% ▼	17.6% ▼
Cherokee Nation Business	476 ▼	67.4% ▲	7.0% ■	25.6% ▼
Cherokee Nation Property Management	11 ■	72.7% ■	9.1% ■	18.2% ■
Sub-Total:	4,674 ▼	73.0% ■	6.8% ▼	20.1% ■
Native American Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Industries	0 ■	0.0% ■	0.0% ■	0.0% ■
CN Aerospace and Defense, LLC	9 ■	88.9% ■	0.0% ■	11.1% ■
CND LLC	187 ▲	86.2% ▲	6.3% ▼	7.5% ▼
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	40 ■	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Telecommunications	19 ■	68.4% ■	15.8% ■	15.8% ■
Sub-Total:	257 ▲	83.2% ▲	6.1% ▼	10.7% ▼
Non-Preference Companies				
<i>*Includes Temporary and Contract Employees</i>				
Cherokee Nation Technology	375 ▲	0.0% ■	0.0% ■	100.0% ■
Cherokee Services Group	93 ▲	0.0% ■	0.0% ■	100.0% ■

Cherokee Nation Security and Defense	17 ▲	17.6% ▼	0.0% ■	82.4% ▲
Cherokee Nation Assurance	108 ▼	0.9% ■	0.0% ■	99.1% ■
Cherokee Nation Construction Services	16 ▲	50.0% ■	0.0% ■	50.0% ■
Cherokee Medical Services	4 ▲	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Healthcare Services	222 ▼	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Government Solutions	20 ▼	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Technology Solutions	362 ▼	0.0% ■	0.0% ■	100.0% ■
Cherokee CRC LLC	23 ▼	0.0% ■	4.8% ▲	95.2% ▼
Cherokee Nation 3S	40 ▼	23.1% ▲	0.0% ■	76.9% ▼
Cherokee Nation Construction Resources	5 ■	100.0% ■	0.0% ■	0.0% ■
CN Mission Solutions	133 ▼	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Mechanical	18 ■	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Defense Solutions	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Strategic Programs	52 ▲	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Environmental Solutions	11 ■	50.0% ▼	0.0% ■	50.0% ▲
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	184 ▼	0.0% ■	0.0% ■	100.0% ■
Cherokee Nation Diagnostic Innovations	0 ■	0.0% ■	0.0% ■	0.0% ■
Cherokee Nation Red Wing	60 ▼	0.0% ■	0.0% ■	100.0% ■
Sub-Total:	1,743 ▼	5.2% ▼	0.3% ▼	94.4% ■

III. By 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	98 ▲	54.1% ▼	5.1% ▼	40.8% ▲
Manager	478 ▲	51.3% ▲	4.2% ▼	44.6% ▼
Supervisor	226 ▼	67.3% ▼	6.2% ▲	26.5% ▲
Non-Management	5,842 ▼	53.6% ▲	5.7% ■	40.7% ▼
Subtotal	6,674 ▼			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	1,850 ▼	32.8% ▲	7.7% ▼	59.5% ▼
Total Positions Hired	134 ▲	63.4% ▼	9.7% ▼	24.6% ▲
II. Retention				
Employees Terminated	146 ▲	66.4% ▼	9.6% ▲	24.0% ▲
Attendance	5 ▲	60.0% ▼	0.0% ▼	40.0% ▲
CNGC License Denied	1 ▲	100.0% ▲	0.0% ■	0.0% ■

Death	1 ▲	100.0% ▲	0.0% ■	0.0% ■
Failure To Meet Min Employment Req.	10 ▲	50.0% ▼	10.0% ▼	40.0% ▲
Failure to Return from Leave	3 ▲	33.33% ▼	33.33% ▲	33.33% ▲
No Call-No Show	21 ▲	57.14% ▼	4.76% ▼	38.10% ▲
No Show Orientation	3 ▼	66.67% ▼	0.0% ■	33.33% ▲
Relocation	1 ▼	100.0% ■	0.0% ■	0.0% ■
Resigned without Notice	26 ■	76.92% ▲	7.69% ■	15.38% ▼
Return to School	64 ▲	73.44% ▼	10.94% ▲	15.63% ▲
Unsatisfactory Performance	1 ▲	100.0% ▲	0.0% ■	0.0% ■
Violation of Rules	2 ▼	50.0% ▼	0.0% ▼	50.0% ▲
Voluntary Separation Program	8 ▲	25.0% ▼	25.0% ▲	50.0% ▲
III. Promotions	Total	Cherokee	Other Tribe	Non-Native
	42 ▲	83.3% ▲	2.4% ▼	14.3% ▲
Job titles of Promoted Cherokees				
Lead Players Club Rep				
Drop Count Lead				
Comm. Kitchen Appli. Repairman				
Surveillance Agent				
Security Guard/Armed				
Production Cook				
Mixologist				
Vendor Registration Admin II				
Fleet Analyst				
EVS Manager				
Casino Operations Manager - Ig				
Revenue Audit Associate II				
Saucier Cook				
Housekeeping-Porter				
Table Games Floor Lead				
Hotel Detective				
Main Cage Cashier				
Drop Count Associate I				
Front Desk Agent				
Culinary - Utility I				
Sr Application Systems Analyst				
Application Systems Analyst II				
Main Cage Shift Manager Lg.				
Casino Shift Manager				
Cage Oper. Mgr. - small & med.				
Front Office Manager				
Cashiering Supervisor				

Drop Count Associate I- WRD				
Production Cook- WRD				
WRD Facilities Maint Track Mgr				
Customer Service Admin- WRD				

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment				
Vice President and above	4 ■	75.0% ■	0.0% ■	25.0% ■
Director/General Manager	34 ▲	70.6% ▲	5.9% ▼	23.5% ▼
Manager	220 ▲	74.1% ▼	2.7% ▼	23.2% ▲
Supervisor	201 ▼	69.7% ▼	5.5% ▲	24.9% ▲
Non-Management	3,725 ▼	72.9% ▲	7.4% ▼	19.7% ▼
Subtotal	4,184 ▼			
Cherokee Nation Business				
Vice President and above	23 ■	65.2% ■	8.7% ■	26.1% ■
Director/General Manager	35 ■	54.3% ■	8.6% ■	37.1% ■
Manager	100 ■	63.0% ▲	8.0% ■	29.0% ▼
Supervisor	9 ■	66.7% ■	22.2% ■	11.1% ■
Non-Management	309 ▼	67.3% ▲	9.4% ▼	23.3% ▼
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	99 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	108 ▼			
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	10 ▲	10.0% ▼	10.0% ▼	80.0% ▲
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	4 ■	25.0% ■	0.0% ■	75.0%
Subtotal	16 ▲			

Cherokee Nation Technology				
Vice President and above	1 ■	0.0% ■	0.0% ■	100.0% ■
Director/General Manager	3 ■	0.0% ■	0.0% ■	100.0% ■
Manager	20 ▲	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	351 ■	0.0% ■	1.4% ■	98.6% ■
Subtotal	375 ▲			
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	86 ▲	3.5% ▼	0.0% ■	96.5% ▲
Subtotal	93 ▲			
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	5 ▲	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	11 ▲	18.2% ▼	0.0% ■	81.8% ▲
Subtotal	17 ▲			
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	6 ▼	66.7% ▲	16.7% ▼	16.7% ▲
Supervisor	7 ■	71.4% ■	14.3% ■	14.3% ■
Non-Management	172 ▲	87.8% ▲	5.8% ▲	6.4% ▼
Subtotal	187 ▲			
Cherokee Nation Red Wing				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	0.0% ■	0.0% ■	100.0% ■
Manager	12 ■	16.7% ■	8.3% ■	75.0% ■
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	86 ▼	33.7% ▲	0.0% ■	66.3% ▼
Subtotal	100 ▼			
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	4 ▲	0.0% ■	0.0% ■	100.0% ■
Subtotal	4 ▲			
Cherokee Nation Healthcare Services				
Vice President and above	0 ■	0.0% ■	0.0% ■	0.0% ■
Director/General Manager	2 ▲	0.0% ■	0.0% ■	100.0% ■
Manager	4 ■	25.0% ■	0.0% ■	75.0% ■
Supervisor	2 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	214 ▼	0.0% ■	1.9% ▲	98.1% ▼
Subtotal	222 ▼			
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	18 ▼	0.0%	0.0%	100.0%
Subtotal	20 ▼			

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	36 ▼	0.0% ■	0.0% ■	100.0% ■
Supervisor	1 ■	0.0% ■	0.0% ■	100.0% ■
Non-Management	320 ▼	0.0% ■	0.3% ■	99.7% ■
Subtotal	362 ▼			
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	36 ▼	2.8% ▲	2.8% ▲	94.4% ▼
Subtotal	40 ▼			
Cherokee Nation Construction Resources				
Vice President and above	0 ■	100.0% ■	0.0% ■	0.0% ■
Director/General Manager	1 ■	0.0% ■	0.0% ■	0.0% ■
Manager	2 ■	100.0% ■	0.0% ■	0.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	2 ■	0.0% ■	0.0% ■	100.0% ■
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	126 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	133 ▼			

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	4 ■	0.0% ■	0.0% ■	100.0% ■
Supervisor	0 ■	0.0% ■	0.0% ■	0.0% ■
Non-Management	14 ■	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	0 ■	0.0% ■	0.0% ■	0.0% ■
Subtotal	0 ■			
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	46 ▲	0.0% ■	0.0% ■	100.0% ■
Subtotal	52 ▲			

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	8 ■	12.5% ■	0.0% ■	87.5% ■
Subtotal	11 ■			
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	167 ▼	0.0% ■	0.0% ■	100.0% ■
Subtotal	184 ▼			
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 ■			
I. 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				