CHEROKEE NATION BUSINESSES FULL TRIBAL COUNCIL REPORT



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

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Tribal Employment

	Total Employees	Cherokee	Other Tribe	Non Notice
All Cherokee Nation Businesses	6,701 ▼	3,614	355▲	Non-Native
(Includes Temporary and Contract Employees)	0,701	0,014	333	2,132
Cherokee Nation Businesses- Preference	4,778▼	73.2%▼	6.9%	19.9%■
(Excluding Temporary and Contract Employees, including				
Cherokee Nation Businesses- Non Preference	299▼	4.7%▼	0.3% ▼	95.0%
(Excluding Temporary and Contract Employees, includi	ing companies w	here we can't pra	actice preferer	nce)
II. By Company			,	
	eference Comp	oanies		
(Includes Temporary and Contract Employees)				
Cherokee Nation Entertainment	4,191▼	72.6%	6.9%■	20.5%▼
Catoosa	1,622▼	54.9%▼	11.8%	33.3%▼
Ft. Gibson	143▼	95.8%	3.5%▼	0.7%
Grove	177▲	84.2%▲	4.0%■	11.9%▼
Jay Laundry	23▼	100.0% ■	0.0%	0.0%
Ramona	146▼	67.1%	5.5%	27.4%▼
Roland	491▼	88.8%	3.1%	8.1%▼
Sallisaw	126▼	89.7%▼	2.4%	7.9%
S. Coffeyville	117▼	70.9%▼	7.7%	21.4%▼
Tahlequah	190🛦	92.1%	2.1%	5.8%
West Siloam	741 🛦	88.7%	2.3%	9.0%▼
Will Rogers Downs	207 🛦	61.8%▼	5.3%	32.9%▼
Blue Ribbons Downs	3 🔳	66.7%	0.0%	33.3%
Corporate	205.	74.1%	9.3%	16.6%▼
Cherokee Nation Business	475▲	67.4%▼	6.9%▼	25.7%
Cherokee Nation Property Management	10▼	80.0%	10.0%	10.0%▼
Sub-Total:	4,676▼	72.7% ▼	6.9%	20.3%▼
Native American	Preference C	ompanies		
(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	192🛦	88.5%	6.3%▼	5.2%▼
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	43.	69.8%▼	2.3%	27.9%
Cherokee Nation Telecommunications	19	68.4%	15.8%	15.8%
Sub-Total:	265▲	83.8%▼	6.0%	10.2%
	rence Compar	nies		
(Includes Temporary and Contract Employees)				The second secon
Cherokee Nation Technology	373▲	0.0%	0.0%	100.0%
Cherokee Services Group	109 🛦	0.9%▼	0.0%	99.1%

Cherokee Nation Security and Defense	19	15.8%■	0.0%	84.2%
Cherokee Nation Assurance	117▲	0.9%■	0.0%	99.1%
Cherokee Nation Construction Services	14▼	7.1% 🛦	0.0%	92.9%▼
Cherokee Medical Services	3.	0.0%	0.0%	100.0%■
Cherokee Nation Healthcare Services	231▲	0.0%	0.0%	100.0%■
Cherokee Nation Government Solutions	10▼	0.0%	0.0%	100.0%■
Cherokee Nation Technology Solutions	358▲	0.0%	0.0%	100.0%
Cherokee CRC LLC	26	3.8%	11.5%	84.6%▼
Cherokee Nation 3S	41 🛦	7.3%▼	2.4%▼	90.2%
Cherokee Nation Construction Resources	3▼	100.0%■	0.0%	0.0%
CN Mission Solutions	124▼	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	57▲	1.8%■	0.0%	98.2%
Cherokee Nation Environmental Solutions	15▲	13.3%▼	0.0%	86.7%
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	58▼	0.0%▼	0.0%▼	100.0%
Cherokee Nation Technology Services	0	0.0%	0.0%	0.0%
Sub-Total:	1,760 🛦	0.9%▼	0.2%▼	98.9%▲
III Dy Organization Lavels				
III. By Organization Levels	Total	T	Othor	T
(Includes Temporary and Contract Employees)	Employees*	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses			11150	11011-11ative
Vice President and above	32▲	65.6%	6.3%▼	28.1%▼
Director/General Manager	95▼	51.6%▼	5.3%	
Manager	478▲			43.2%
Supervisor	229▲	50.4%▼	4.2%	45.4%
Non-Management	5,867▼	66.4%▼	6.1%	27.5%▼
		53.3%■	5.7%	40.9%
Subtotal	6,701▼			
Additional Cherokee Nation I	=ntertaini	ment Info	ormatio	n
I. Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	1,874▼	31.0%▼	7.3%▼	61.7%
Total Positions Hired	138▼	73.2%▲	8.0%▼	18.8%▼
II Detention				
II. Retention				
Employees Terminated	144.	70.8%	6.3%▼	22.9%▼
Attendance				

CNGC License Revoked	1.	100.0%	0.0%	0.0%■
Death	5.	60.0%	20.0%	20.0%
Failure To Meet Min Employment Req.	6▼	83.3%▲	16.7%▼	0.0%▼
Failure to Return from Leave	3▼	100.0%	0.0%	0.0%▼
No Call-No Show	21▲	61.9%▼	9.5%▼	28.6%
No Show Orientation	6▼	50.0%▼	16.7%	33.3%▼
Personal Reasons	1_	100.0%	0.0%	0.0%
Resignation-Other Position	1.	100.0%	0.0%	0.0%
Resigned with Notice	24▲	83.3%	4.2%▼	12.5%▼
Resigned without Notice	68.	70.6%▼	4.4%	25.0%
Violation of Rules	2.	0.0%▼	0.0%	100.0%
		0.070	0.076	100.0%
III. Promotions	Total	Cherokee	Other Tribe	Non-Native
	31▼	83.9% 🛦	12.9% 🛦	3.2%▼
Job titles of Promoted Cherokees				
EVS Lead Casino Attendant				
Production Cook				
Casino Service Representative				
Surveillance Agent				
Pantry Person				
Drop Count Associate I				
Dual Rate Lead				
Wok Cook				
Security Guard/Armed				
Front Office Shift Supervisor				
Security Supervisor				
Count/Drop Team Supervisor				
F & B Supervisor - Level 3				
F & B Supervisor - Level 1				
Cashiering Supervisor				
Customer Service Administrator				
Cage Supervisor				
Sr. Manager of Card Games				
Revenue Audit Associate II				
Revenue Audit Associate III				
Lead Spa Receptionist				
E-Games tech 1				
EVS Casino Attendant				
Fac/Maint. Associate				
Hotel Detective				
Security Guard/Unarmed				
Saucier Cook				

Main Cage Cashier		
Mixologist		
Drop Count Associate II		
Security Manager		
F & B Supervisor - Level 2		

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment				
Vice President and above	7 🛦	85.7%	0.0%	14.3%▼
Director/General Manager	7 <u>▲</u> 31▼	67.7%▼	6.5%	25.8%
Manager	213▼	74.2%	2.8%	23.0%▼
Supervisor	205 🛦	68.8%	5.4%	25.9%▼
Non-Management	3,735▼	72.4%	7.6%	20.0%▼
Subtotal	3,735 ▼ 4,191 ▼	12.770	7.070	20.0% ▼
Cherokee Nation Business				
Vice President and above	23 🔳	65.2%	8.7%■	26.1%
Director/General Manager	37 🛦	51.4%▼	8.1%▼	40.5%
Manager	101.	63.4% 🛦	7.9%▼	28.7%▼
Supervisor	9 🔳	66.7% ■	22.2%	11.1%
Non-Management	305▼	67.2%▼	9.5%	23.3%
Subtotal	475▲			
Cherokee Nation Assurance				
Vice President and above	0 🔻	0.0%	0.0%	0.0%▼
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	9_	11.1%▼	0.0%	88.9%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	107▲	0.0%	0.0%	100.0%
Subtotal	117▲			100.070
Cherokee Nation Metal Works				
Vice President and above	0 =	0.004 =	0.00/	
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 🔳	0.0% III	0.0%	0.0%
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	8▼	12.5% 📤	12.5%	75.0%▼
Supervisor	0	0.0%	0.0%	0.0%■
Non-Management	4▼	25.0% 🛦	0.0%	75.0%▼
Subtotal	14▼			
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	22.	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	347 🛦	0.0%	1.4%	98.6%■
Subtotal	373▲			
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	102.	2.9%▼	0.0%	97.1%
Subtotal	109🛦			
Cherokee Nation Security and Defense				
Vice President and above	0	0.0%	0.00/=	0.00/=
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	5	0.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	100.0%
Non-Management	13	15.4%	0.0%	0.0% =
Subtotal	19	10.470=	0.070	04.0 /0=
Subiotal	10			
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 🔳		0.070	0.070
ON Assessment D. C.				
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 =	0.00/ =	0.00/=	0.00/=
Director/General Manager				0.0%
Manager				0.0%■
Supervisor				16.7%
Non-Management				
		09.4%	5.6% ▼	5.0%▼
Subtotal	194			
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	14▲	14.3%▼	7.1%▼	78.6%
Supervisor	10	0.0%	0.0%	100.0%
Non-Management	85▼	32.9% 🛦	0.0%	67.1%▼
Subtotal	101▼			
Cherokee Medical Services				
Vice President and above	0	0.00/=	2.00/ =	
Director/General Manager				0.0%
Manager				0.0%
Supervisor				0.0%
Non-Management	Subtotal 9 ■ 0.0% ■ 0.0% ■ 0.0% ■ 100.0% ■ 100.0% ■ 16.7% ■ 16.7% ■ 179 ▲ 89.4% ▲ 5.6% ▼ 179 ▲ 89.4% ▲ 5.6% ▼ 18.0% ■ 0.	0.0%		
		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				100.0%
Manager		25.0%■	0.0%	75.0%
Supervisor	2.	0.0%	0.0%	100.0%
Non-Management		0.0%	1.8%▼	98.2%
Subtotal				
Charakaa Nation Cayanamant Salatian				
Cherokee Nation Government Solutions				
Vice President and above	0=	0.0%	0.0%	0.0%
Director/General Manager				0.0%
Manager	1▼	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%■	0.0%
Non-Management	9▼	0.0%	0.0%■	100.0%■
Subtotal	10▼			

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	316▲	0.0%	0.3%	99.7%■
Subtotal	358▲			
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	18▲	5.6%	5.6%▼	88.9%▼
Subtotal	26	0.070	0.070 ¥	00.870
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	37 🛦	2.7%▼	2.7%▼	94.6%
Subtotal	41▲			
Cherokee Nation Construction Resources				
Vice President and above	0-	0.0%	0.00/=	0.00/=
Director/General Manager	0		0.0%	0.0%
Manager Manager	0	0.0%	0.0%	0.0%
Supervisor	2	100.0%	0.0%	0.0%
	0	0.0%	0.0%	0.0%
Non-Management	1▼	0.0%	0.0%	100.0%
Subtotal	3▼			
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	117▼	0.0%	0.0%	100.0%
Subtotal	124 🔻	0.070=	0.070	100.070
Gustotai	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 🛮	0.070	0.070 ==	100.070
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	5	0.0%	0.0%■	100.0%
Supervisor	0🖾	0.0%	0.0%	0.0%
Non-Management	13▼	0.0%	0.0%	100.0%
Subtotal	18□	,		. 50.070
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	A *****	0.0%	0.0%᠍	0.00/ ==
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	0▼	77.8%		0.0%▼
Supervisor	911		11.1%	11.1%
Non-Management	0	0.0%	0.0%	0.0%
	10	100.0%	0.0%	0.0%
Subtotal	10▼			
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	51 🗥	0.0%	0.0%	100.0%
Subtotal	57			3.0 /0 1000
	- m vacco (100)			

Cherokee Nation Environmental Solutions				
Vice President and above	0.	0.0%	0.0%□	0.0%■
Director/General Manager	12	100.0%■	0.0%	0.0%■
Manager	22	0.0%	0.0%■	100.0%■
Supervisor	0.	0.0%	0.0%■	0.0%
Non-Management	12.	8.3% ▼	0.0%	91.7%
Subtotal	15			
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	02	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	01	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	01	0.0%⊠	0.0%	0.0%
Supervisor	0	0.0%□	0.0%	0.0%
Non-Management	011	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	02	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	00	0.0%	0.0%	0.0%■
Supervisor	011	0.0%	0.0%	0.0%
Non-Management	01	0.0%	0.0%	0.0%
Subtotal	0.			0.07/0
Cherokee Nation Management & Consulting				
Vice President and above	00	0.0%	0.0%	0.0%
Director/General Manager	3.	0.0%	0.0%	100.0%■
Manager	16.	0.0%	0.0%	100.0%■
Supervisor	1🗆	0.0%	0.0%	100.0%□
Non-Management	164 ₹	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 Berned 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		