

**CHEROKEE NATION BUSINESSES
FULL TRIBAL COUNCIL REPORT**



**August 1, 2017 as of July 31, 2017
Compiled by Barbara Knowlton, CNB
Director of Corporate Administration
Standard Report to the Tribal Council for the month of July 2017**

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Tribal Employment

I. Overall				
	Total Employees	Cherokee	Other Tribe	Non-Native
All Cherokee Nation Businesses	6,813	3,672	345	2,796
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,817	73.2%	6.6%	20.2%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	611	2.1%	0.2%	97.7%
<i>(Excluding Temporary and Contract 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	4,236	72.6%	6.7%	20.7%
Catoosa	1,632	54.6%	11.5%	33.9%
Ft. Gibson	143	95.8%	3.5%	0.7%
Grove	172	85.5%	3.5%	11.0%
Jay Laundry	25	96.0%	4.0%	0.0%
Ramona	153	64.1%	4.6%	31.4%
Roland	513	89.7%	2.9%	7.4%
Sallisaw	130	89.2%	2.3%	8.5%
S. Coffeyville	123	71.5%	6.5%	22.0%
Tahlequah	188	92.0%	2.1%	5.9%
West Siloam	751	88.9%	2.1%	8.9%
Will Rogers Downs	190	61.6%	5.3%	33.2%
Blue Ribbons Downs	3	66.7%	0.0%	33.3%
Corporate	213	71.8%	9.9%	18.3%
Cherokee Nation Business	502	68.7%	6.6%	24.7%
Cherokee Nation Property Management	10	80.0%	10.0%	10.0%
Sub-Total:	4,748	72.2%	6.7%	21.1%
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	202	89.1%	5.4%	5.4%
Cherokee Nation Metal Works	0	0.0%	0.0%	0.0%
Cherokee Nat Office Solutions	1	100.0%	0.0%	0.0%
Cherokee Nation Red Wing	36	63.9%	2.8%	33.3%
Cherokee Nation Telecommunications	18	66.7%	16.7%	16.7%
Sub-Total:	266	84.2%	5.6%	10.2%
Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Technology	372	0.0%	1.3%	98.7%
Cherokee Services Group	85	3.5%	0.0%	96.5%

Cherokee Nation Security and Defense	23	17.4%	0.0%	82.6%
Cherokee Nation Assurance	148	0.7%	0.0%	99.3%
Cherokee Nation Construction Services	17	23.5%	0.0%	76.4%
Cherokee Medical Services	0	0.0%	0.0%	0.0%
Cherokee Nation Healthcare Services	231	0.4%	1.3%	98.3%
Cherokee Nation Government Solutions	8	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	326	0.0%	0.0%	100.0%
Cherokee CRC LLC	29	3.5%	10.3%	86.2%
Cherokee Nation 3S	82	3.7%	0.0%	96.3%
Cherokee Nation Construction Resources	2	100.0%	0.0%	0.0%
CN Mission Solutions	121	0.0%	0.0%	100.0%
Cherokee Nation Mechanical	22	0.0%	4.5%	95.5%
Cherokee Nation Defense Solutions	0	0.0%	0.0%	0.0%
Cherokee Nation Strategic Programs	80	1.2%	0.0%	98.8%
Cherokee Nation Environmental Solutions	5	20.0%	0.0%	80.0%
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	2	0.0%	0.0%	100.0%
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	62	0.0%	0.0%	100.0%
Cherokee Nation Technology Services	0	0.0%	0.0%	0.0%
Sub-Total:	1,799	0.8%	0.2%	98.9%

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	31	71.0%	0.0%	29.0%
Director/General Manager	94	53.2%	4.3%	42.6%
Manager	497	49.7%	3.4%	46.9%
Supervisor	223	66.8%	6.3%	26.9%
Non-Management	5,968	53.7%	5.2%	41.1%
Subtotal	6,813			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribe	Non-Native
Active Resumes/Applications	1,878	33.1%	7.5%	59.5%
Total Positions Hired	132	68.2%	5.3%	26.5%
II. Retention				
Employees Terminated	133	70.7%	6.8%	22.6%
Attendance	4	75.0%	0.0%	25.0%

Death	2	100.0%	0.0%	0.0%
Failure To Meet Min Employment Req.	2	0.0%	0.0%	100.0%
Failure to Return from Leave	3	66.7%	0.0%	33.3%
No Call-No Show	26	46.2%	15.4%	38.5%
No Show Orientation	6	33.3%	0.0%	66.7%
Personal Reasons	1	100.0%	0.0%	0.0%
Resigned with Notice	37	67.6%	5.4%	27.0%
Resigned without Notice	49	89.8%	6.1%	4.1%
Unsatisfactory Performance	1	100.0%	0.0%	0.0%
Violation of Rules	1	100.0%	0.0%	0.0%
III. Promotions	Total	Cherokee	Other Tribe	Non-Native
	37	73.0%	13.5%	13.5%
Job titles of Promoted Cherokees				
HR Associate - Level 3				
Revenue Audit Associate II				
Drop Count Associate II				
Mixologist				
Lead Night Clerks - Hotel				
Bell Captain				
EVS Casino Attendant				
Surveillance Agent				
Dtbs & Strategy Mkting Analyst				
Materials Associate				
Security Guard/Unarmed				
Lead Surveillance Agent				
Sous Chef				
Drop Count Lead				
Saucier Cook				
Wok Cook				
Production Cook				
F & B Supervisor - Level 1				
Security Guard/Armed				
Main Cage Cashier				
Lead Main Cage Cashier				
Lead Players Club Rep				
Room Inspector				
Casino Service Representative				

Appendix

I. Organization Level by Company				
Cherokee Nation Entertainment				
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	33	69.7%	6.1%	24.2%
Manager	217	74.2%	2.8%	23.0%
Supervisor	198	69.7%	5.6%	24.7%
Non-Management	3,782	72.6%	7.0%	20.4%
Subtotal	4,236			
Cherokee Nation Business				
Vice President and above	24	70.8%	0.0%	29.2%
Director/General Manager	34	55.9%	5.9%	38.2%
Manager	102	65.7%	5.9%	28.4%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	333	70.9%	6.9%	22.2%
Subtotal	502			
Cherokee Nation Assurance				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	12	8.3%	0.0%	91.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	134	0.0%	0.0%	100.0%
Subtotal	148			
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	22.2%	0.0%	77.8%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	6	16.7%	0.0%	83.3%
Subtotal	17			

Cherokee Nation Technology				
Vice President and above	0	0.0%	0.0%	0.0%
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	349	0.0%	1.4%	98.6%
Subtotal	372			
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	78	3.8%	0.0%	96.2%
Subtotal	85			
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	17	17.6%	0.0%	82.4%
Subtotal	23			
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	4	100.0%	0.0%	0.0%
Supervisor	7	57.1%	14.3%	28.6%
Non-Management	189	89.9%	5.3%	4.8%
Subtotal	202			
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	0	0.0%	0.0%	0.0%
Non-Management	83	25.3%	0.0%	74.7%
Subtotal	98			
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	0	0.0%	0.0%	0.0%
Subtotal	0			
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	223	0.0%	1.3%	98.7%
Subtotal	231			
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	1	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	7	0.0%	0.0%	100.0%
Subtotal	8			

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	280	0.0%	0.0%	100.0%
Subtotal	326			
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	2	0.0%	0.0%	100.0%
Non-Management	20	5.0%	5.0%	90.0%
Subtotal	29			
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	12	8.3%	0.0%	91.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	69	1.4%	0.0%	98.6%
Subtotal	82			
Cherokee Nation Construction Resources				
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	1	100.0%	0.0%	0.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	1	100.0%	0.0%	0.0%
Subtotal	2			
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	6	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	113	0.0%	0.0%	100.0%
Subtotal	121			

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	0	0.0%	0.0%	0.0%
Subtotal	1			
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	6	0.0%	16.7%	83.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	16	0.0%	0.0%	100.0%
Subtotal	22			
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	0	0.0%	0.0%	0.0%
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	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	74	0.0%	0.0%	100.0%
Subtotal	80			

Cherokee Nation Environmental 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	5	20.0%	0.0%	80.0%
Subtotal	5			
Cherokee Nation Telecommunications				
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	14	71.4%	21.4%	7.1%
Subtotal	18			
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	2	0.0%	0.0%	100.0%
Subtotal	2			

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	17	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	163	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			
Cherokee Nation Technology 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			
I. Full List of Termination Reasons				
Attendance				
Child/House Care				
CNGC License Denied				
CNGC License Revoked				
Death				
Discharge				
Dissatisfied w/Fellow Employee				
Dissatisfied with Hours				
Dissatisfied with Pay				
Dissatisfied with Supervision				

Early Retirement				
Elimination of Position				
End Temporary Employment				
Failure To Meet Min Employment Req.				
Failure to Return from Leave				
Family Reasons				
Gross Misconduct				
Health Reasons				
Illness in Family				
Job Abandonment				
Misconduct				
Misstatement on Application				
No Call-No Show				
No Call-No Show				
No Show Orientation				
No Show Orientation				
Partial/Total Disability				
Personal Reasons				
Relocation				
Resignation				
Resignation-Other Position				
Resigned with Notice				
Resigned without Notice				
Return to School				
Short Term Disability Ended				
Staff Reduction				
Tardiness				
Transfer to Affiliate				
Unforeseen Circumstances				
Unsatisfactory Performance				
Violation of Rules				
Voluntary Separation Program				