

**CHEROKEE NATION BUSINESSES**

**FULL TRIBAL COUNCIL REPORT**



**January 1, 2019 as of December 31, 2018**

**Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration**

**Standard Report to the Tribal Council for the month of December 2018**

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## Tribal Employment

### I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
<b>All Cherokee Nation Businesses</b>	<b>7,237</b>	<b>3,400</b>	<b>320</b>	<b>3,517</b>
<i>(Includes Temporary and Contract Employees)</i>				
<b>Cherokee Nation Businesses- Preference</b>	<b>4,495</b>	<b>71.5%</b>	<b>6.6%</b>	<b>21.9%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
<b>Cherokee Nation Businesses- Non Preference</b>	<b>336</b>	<b>34.2%</b>	<b>1.8%</b>	<b>64.0%</b>
<i>(Excluding Temporary and Contract Employees, including companies where we can't practice preference)</i>				

### II. By Company Type and Organization Level

<b>Cherokee Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
<b>Cherokee Nation Entertainment</b>	<b>3,869</b>	<b>70.5%</b>	<b>6.5%</b>	<b>23.0%</b>
Catoosa	1,546	49.2%	10.9%	39.9%
Ft. Gibson	129	94.6%	4.7%	0.8%
Grove	148	82.4%	4.1%	13.5%
Jay Laundry	26	96.2%	0.0%	3.8%
Ramona	146	63.7%	5.5%	30.8%
Roland	476	91.2%	2.5%	6.3%
Sallisaw	123	91.1%	2.4%	6.5%
S. Coffeyville	119	63.0%	5.9%	31.1%
Tahlequah	169	92.3%	1.8%	5.9%
West Siloam	753	88.0%	2.7%	9.3%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	231	69.7%	8.2%	22.1%
<b>Cherokee Nation Businesses</b>	<b>456</b>	<b>70.8%</b>	<b>7.5%</b>	<b>21.7%</b>
<b>Cherokee Nation Property Management</b>	<b>17</b>	<b>76.5%</b>	<b>17.6%</b>	<b>5.9%</b>
<b>Sub-Total:</b>	<b>4,342</b>	<b>70.5%</b>	<b>6.7%</b>	<b>22.8%</b>

<b>Native American Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>CN Aerospace and Defense, LLC</b>	<b>35</b>	<b>65.7%</b>	<b>5.7%</b>	<b>28.6%</b>
<b>CND LLC</b>	<b>174</b>	<b>90.2%</b>	<b>5.2%</b>	<b>4.6%</b>
<b>Cherokee Nation Telecommunications</b>	<b>14</b>	<b>71.4%</b>	<b>14.3%</b>	<b>14.3%</b>
<b>Cherokee Nation Red Wing</b>	<b>13</b>	<b>69.2%</b>	<b>0.0%</b>	<b>30.8%</b>
<b>Sub-Total:</b>	<b>236</b>	<b>84.3%</b>	<b>5.5%</b>	<b>10.2%</b>
<b>Organizational Level - Preference Companies*</b>				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>All Cherokee Nation Businesses Preference Companies</b>				
Vice President and above	24	75.0%	0.0%	25.0%
Director/General Manager	67	59.7%	9.0%	31.3%
Manager	322	71.7%	4.3%	23.9%
Supervisor	196	77.0%	6.6%	16.3%
Non-Management	3,969	71.1%	6.8%	22.1%
<b>Sub-Total:</b>	<b>4,578</b>			

\*Note: "Preference Companies" are those in which Cherokee or Native American preference can be applied to most positions; preference cannot be applied to certain positions due to their involvement with federal government contracts or if otherwise prohibited by law or regulation.

<b>Non-Preference Companies**</b>				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>Cherokee Nation Operational Solutions, LLC</b>	20	15.0%	0.0%	85.0%
<b>Cherokee Nation Businesses</b>	40	2.5%	0.0%	97.5%
<b>Cherokee Nation Technology</b>	507	0.0%	0.6%	99.4%
<b>Cherokee Services Group</b>	62	0.0%	0.0%	100.0%
<b>Cherokee Nation Security and Defense</b>	50	8.0%	2.0%	90.0%
<b>Cherokee Nation Assurance</b>	253	0.0%	0.4%	99.6%
<b>Cherokee Nation Construction Services</b>	10	10.0%	0.0%	90.0%
<b>Cherokee Nation Healthcare Services</b>	135	0.7%	1.5%	97.8%
<b>Cherokee Nation Government Solutions</b>	12	0.0%	0.0%	100.0%
<b>Cherokee Nation Technology Solutions</b>	224	0.0%	0.4%	99.6%
<b>Cherokee CRC LLC</b>	28	7.1%	3.6%	89.3%
<b>Cherokee Nation 3S</b>	201	1.0%	0.0%	99.0%
<b>Cherokee Nation Construction Resources</b>	0	0.0%	0.0%	0.0%
<b>CN Mission Solutions</b>	284	0.7%	0.4%	98.9%
<b>Cherokee Nation Mechanical</b>	22	0.0%	0.0%	100.0%
<b>Cherokee Nation Strategic Programs</b>	148	0.7%	0.0%	99.3%
<b>Cherokee Nation Environmental Solutions</b>	24	8.3%	8.3%	83.3%
<b>Cherokee Nation Systems Solutions</b>	63	4.8%	0.0%	95.2%
<b>Cherokee Nation Management &amp; Consulting</b>	255	0.0%	0.0%	100.0%
<b>Cherokee Nation Red Wing</b>	129	0.0%	0.0%	100.0%
<b>Will Rogers Downs</b>	192	60.4%	3.1%	36.5%
<b>Sub-Total:</b>	<b>2,659</b>	<b>5.2%</b>	<b>0.7%</b>	<b>94.1%</b>
<p><b>**Note: Although a Cherokee or Native American preference can be applied to most positions at CNB and CNE, preference cannot be applied to certain positions due to their involvement with federal government contracts or if otherwise prohibited by law or regulation.</b></p>				

<b>Organizational Level - Non-Preference Companies</b>				
<i>(Includes Temporary and Contract Employees)</i>	<b>Total Employees</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>All Cherokee Nation Businesses</b>				
Vice President and above	5	0.0%	0.0%	100.0%
Director/General Manager	35	20.0%	0.0%	80.0%
Manager	225	5.3%	0.4%	94.2%
Supervisor	30	13.3%	6.7%	80.0%
Non-Management	2,364	4.9%	0.6%	94.5%
<b>Sub-Total:</b>	<b>2,659</b>			

## Additional Cherokee Nation Entertainment Information

<b>I. Hiring Practices</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
Active Resumes/Applications	3,322	36.7%	5.6%	57.7%
Total Positions Hired	164	46.3%	4.9%	48.8%

<b>II. Retention</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
<b>Employees Terminated</b>	<b>113</b>	<b>54.0%</b>	<b>8.8%</b>	<b>37.2%</b>
Attendance	2	100.0%	0.0%	0.0%
Failure To Meet Min Emplmt Req	21	23.8%	4.8%	71.4%
Failure to Return from Leave	4	50.0%	0.0%	50.0%
No Call-No Show	18	44.4%	16.7%	38.9%
No Show Orientation	2	50.0%	0.0%	50.0%
Resigned with Notice	29	55.2%	10.3%	34.5%
Resigned without Notice	33	75.8%	6.1%	18.2%
Violation of Rules	2	50.0%	50.0%	0.0%
Transfer to Affiliate	1	100.0%	0.0%	0.0%
Misconduct	1	0.0%	0.0%	100.0%

<b>III. Promotions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non-Native</b>
	<b>48</b>	<b>85.4%</b>	<b>2.1%</b>	<b>12.5%</b>
<b>Job Titles of Promoted Cherokees</b>				
Production Cook				
Security Guard/Armed				
Security Guard/Unarmed				
F & B Supervisor - Level 1				
Drop Count Associate II				
EVS Casino Attendant				
Table Games Floor Lead				
Main Cage Cashier				
Sr. Dealer				
Recruiter I				
Materials Associate II				
Project Manager III				
Revenue Audit Manager II				
Mixologist				
Room Inspector				
Lead Night Clerks - Hotel				
E-Games tech 1				
Dual Rate Lead - Catoosa				
Fac./Maintenance Technician				
Sr Mgr Production Marketing				
Materials Associate III				
Players Club Supervisor				
Food and Beverage Associate				
Fac/Maint. Associate				
Casino Service Representative				
Security Supervisor				
Revenue Audit Associate I				
Cage Supervisor				
Dual Rate Lead				
Barista				
F & B Supervisor - Level 2				

Housekeeping-Porter				
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## Appendix

### I. Organization Level by Company

<b>Cherokee Nation Entertainment</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	32	68.8%	9.4%	21.9%
Manager	223	75.3%	1.8%	22.9%
Supervisor	188	74.5%	5.3%	20.2%
Non-Management	3,612	69.4%	6.7%	23.9%
<b>Sub-Total:</b>	<b>4,061</b>			

<b>Cherokee Nation Businesses</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	23	56.5%	0.0%	43.5%
Director/General Manager	36	50.0%	5.6%	44.4%
Manager	106	61.3%	6.6%	32.1%
Supervisor	9	66.7%	22.2%	11.1%
Non-Management	322	68.9%	7.1%	23.9%
<b>Sub-Total:</b>	<b>496</b>			

<b>Cherokee Nation Assurance</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
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	232	0.0%	0.4%	99.6%
<b>Sub-Total:</b>	<b>253</b>			



<b>Cherokee Nation Construction Services</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	33.3%	0.0%	66.7%
Manager	4	0.0%	0.0%	100.0%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	2	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>10</b>			

<b>Cherokee Nation Technology</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	4	0.0%	0.0%	100.0%
Manager	24	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	479	0.0%	0.6%	99.4%
<b>Sub-Total:</b>	<b>507</b>			

<b>Cherokee Services Group</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	4	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	57	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>62</b>			

<b>Cherokee Nation Security and Defense</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	39	7.7%	2.6%	89.7%
<b>Sub-Total:</b>	<b>50</b>			

<b>CN Aerospace and Defense, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	2	0.0%	50.0%	50.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	32	71.9%	3.1%	25.0%
<b>Sub-Total:</b>	<b>35</b>			

<b>CND LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	100.0%	0.0%
Manager	2	50.0%	0.0%	50.0%
Supervisor	6	83.3%	16.7%	0.0%
Non-Management	165	91.5%	4.2%	4.2%
<b>Sub-Total:</b>	<b>174</b>			

<b>Cherokee Nation Red Wing</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	20	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	121	7.4%	0.0%	92.6%
<b>Sub-Total:</b>	<b>142</b>			

<b>Cherokee Nation Healthcare Services</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	7	14.3%	0.0%	85.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	126	0.0%	1.6%	98.4%
<b>Sub-Total:</b>	<b>135</b>			

<b>Cherokee Nation Government Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	11	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>12</b>			

<b>Cherokee Nation Technology Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	34	0.0%	2.9%	97.1%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	187	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>224</b>			

<b>Cherokee CRC, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	3	0.0%	33.3%	66.7%
Non-Management	18	11.1%	0.0%	88.9%
<b>Sub-Total:</b>	<b>28</b>			

<b>Cherokee Nation 3S</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	16	0.0%	0.0%	100.0%
Supervisor	5	0.0%	0.0%	100.0%
Non-Management	178	1.1%	0.0%	98.9%
<b>Sub-Total:</b>	<b>201</b>			

<b>Cherokee Nation Construction Resources</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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%
<b>Sub-Total:</b>	<b>0</b>			

<b>CN Mission Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	14	7.1%	0.0%	92.9%
Supervisor	1	0.0%	0.0%	100.0%
Non-Management	268	0.4%	0.4%	99.3%
<b>Sub-Total:</b>	<b>284</b>			

<b>Cherokee Nation Operational Solutions, LLC</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	50.0%	0.0%	50.0%
Manager	2	0.0%	0.0%	100.0%
Supervisor	2	100.0%	0.0%	0.0%
Non-Management	14	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>20</b>			

<b>Cherokee Nation Mechanical</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	3	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	18	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>22</b>			

<b>Cherokee Nation Property Management</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	0	0.0%	0.0%	0.0%
Manager	10	70.0%	20.0%	10.0%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	6	83.3%	16.7%	0.0%
<b>Sub-Total:</b>	<b>17</b>			

<b>Cherokee Nation Strategic Programs</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	50.0%	0.0%	50.0%
Manager	13	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	133	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>148</b>			

<b>Cherokee Nation Environmental Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	4	0.0%	25.0%	75.0%
Non-Management	17	5.9%	5.9%	88.2%
<b>Sub-Total:</b>	<b>24</b>			

<b>Cherokee Nation Telecommunications</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
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	1	100.0%	0.0%	0.0%
Non-Management	11	72.7%	18.2%	9.1%
<b>Sub-Total:</b>	<b>14</b>			

<b>Cherokee Nation Systems Solutions</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	7	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	55	3.6%	0.0%	96.4%
<b>Sub-Total:</b>	<b>63</b>			

<b>Cherokee Nation Management &amp; Consulting</b>	<b>Total</b>	<b>Cherokee</b>	<b>Other Tribal</b>	<b>Non Native</b>
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	18	0.0%	0.0%	100.0%
Supervisor	4	0.0%	0.0%	100.0%
Non-Management	230	0.0%	0.0%	100.0%
<b>Sub-Total:</b>	<b>255</b>			

<b>II. Full List of Termination Reasons</b>	
Attendance	Misconduct
Child/House Care	Misstatement on Application
CNGC License Denied	No Call-No Show
CNGC License Revoked	No Show Orientation
Death	Partial/Total Disability
Discharge	Personal Reasons
Dissatisfied w/Fellow Employee	Relocation
Dissatisfied with Hours	Resignation
Dissatisfied with Pay	Resignation-Other Position
Dissatisfied with Supervision	Resigned with Notice
Early Retirement	Resigned without Notice
Elimination of Position	Return to School
End Temporary Employment	Short Term Disability Ended
Failure To Meet Min Employment Req.	Staff Reduction
Failure to Return from Leave	Tardiness
Family Reasons	Transfer to Affiliate
Gross Misconduct	Unforeseen Circumstances
Health Reasons	Unsatisfactory Performance
Illness in Family	Violation of Rules
Job Abandonment	Voluntary Separation Program