

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



January 1, 2020 as of December 31, 2019
Compiled by Amber Edwards, Executive Assistant to the CEO, CNB Administration
Standard Report to the Council of the Cherokee Nation for the month of December 2019

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,698	3,415	342	3,941
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,680	68.7%	6.7%	24.6%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	349	33.0%	1.7%	65.3%
<i>(Excluding Temporary and Contract Employees, including companies where we can't practice preference)</i>				

II. By Company Type and Organization Level

Cherokee Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Entertainment	4,040	67.0%	7.2%	25.8%
Catoosa	1,677	43.9%	11.2%	45.0%
Ft. Gibson	123	93.5%	4.9%	1.6%
Grove	143	81.8%	4.2%	14.0%
Jay Laundry	19	100.0%	0.0%	0.0%
Ramona	137	65.7%	6.6%	27.7%
Roland	468	91.2%	2.1%	6.6%
Sallisaw	118	91.5%	1.7%	6.8%
S. Coffeyville	120	55.8%	7.5%	36.7%
Tahlequah	259	89.6%	3.5%	6.9%
West Siloam	742	85.0%	4.4%	10.5%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	230	69.6%	8.3%	22.2%
Cherokee Nation Businesses	498	72.9%	5.6%	21.5%
Cherokee Nation Property Management	26	88.5%	7.7%	3.8%
Sub-Total:	4,564	67.7%	7.0%	25.2%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	61	54.1%	3.3%	42.6%
CND LLC	150	94.0%	0.7%	5.3%
Cherokee Nation Telecommunications	5	40.0%	20.0%	40.0%
Cherokee Nation Red Wing	15	53.3%	0.0%	46.7%
Sub-Total:	231	79.7%	1.7%	18.6%
Organizational Level - Preference Companies*				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses Preference Companies				
Vice President and above	27	81.5%	0.0%	18.5%
Director/General Manager	66	57.6%	4.5%	37.9%
Manager	347	71.8%	3.7%	24.5%
Supervisor	218	77.1%	6.4%	16.5%
Non-Management	4,137	67.6%	7.1%	25.2%
Sub-Total:	4,795			

*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.

Non-Preference Companies**				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
Cherokee Nation Operational Solutions, LLC	82	3.7%	0.0%	96.3%
Cherokee Nation Businesses	55	0.0%	0.0%	100.0%
Cherokee Nation Technology	244	0.0%	0.8%	99.2%
Cherokee Services Group	50	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	60	6.7%	1.7%	91.7%
Cherokee Nation Assurance	221	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	7	14.3%	0.0%	85.7%
Cherokee Nation Healthcare Services	130	0.8%	0.8%	98.5%
Cherokee Nation Government Solutions	3	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	106	0.0%	0.0%	100.0%
Cherokee CRC LLC	14	7.1%	7.1%	85.7%
Cherokee Nation 3S	256	1.6%	0.0%	98.4%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	423	0.2%	0.2%	99.5%
Cherokee Nation Mechanical	18	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	629	0.3%	0.6%	99.0%
Cherokee Nation Environmental Solutions	23	13.0%	4.3%	82.6%
Cherokee Nation Systems Solutions	53	3.8%	0.0%	96.2%
Cherokee Nation Management & Consulting	253	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	80	1.3%	0.0%	98.8%
CN Solutions Link LLC	7	0.0%	0.0%	100.0%
CN Federal Consulting, LLC	1	0.0%	0.0%	100.0%
Will Rogers Downs	188	62.2%	3.2%	34.6%
Sub-Total:	2,903	4.8%	0.6%	94.6%
<p>**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.</p>				

Organizational Level - Non-Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses				
Vice President and above	5	0.0%	0.0%	100.0%
Director/General Manager	36	16.7%	0.0%	83.3%
Manager	233	5.6%	0.4%	94.0%
Supervisor	40	10.0%	5.0%	85.0%
Non-Management	2,589	4.5%	0.5%	94.9%
Sub-Total:	2,903			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	3,362	37.7%	7.1%	55.1%
Total Positions Hired	128	50.0%	15.6%	34.4%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	108	51.9%	11.1%	37.0%
Failure to Return from Leave	10	50.0%	10.0%	40.0%
No Call-No Show	20	45.0%	25.0%	30.0%
No Show Orientation	4	50.0%	0.0%	50.0%
Resigned with Notice	28	60.7%	3.6%	35.7%
Resigned without Notice	40	45.0%	12.5%	42.5%
Violation of Rules	3	66.7%	0.0%	33.3%
Transfer to Affiliate	3	100.0%	0.0%	0.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	36	75.0%	5.6%	19.4%
Production Cook				
EVS Casino Attendant				
Lead Smokeshop Cashier				
Casino Service Representative				
Housekeeping-Porter				
Lead Security Guard				
Card Games Shift Mgr. - Large				
Main Cage Cashier				
Surveillance Agent				
Saucier Cook				
Revenue Audit Associate II				
Cage Shift Manager				
Revenue Audit Associate I				
Front Office Lead				
Player Development Specialist				
EVS Supervisor				
Lead Players Club Rep				
Players Club Representative				
Controller II				
Players Club Supervisor				
Marketing Coordinator III				
Marketing Supervisor				
Buffet Stock/Bus Person				

Appendix

I. Organization Level by Company

Cherokee Nation Entertainment	Total	Cherokee	Other Tribal	Non Native
Vice President and above	6	83.3%	0.0%	16.7%
Director/General Manager	30	70.0%	3.3%	26.7%
Manager	231	73.6%	1.7%	24.7%
Supervisor	208	75.0%	5.8%	19.2%
Non-Management	3,753	65.8%	7.5%	26.7%
Sub-Total:	4,228			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	26	65.4%	0.0%	34.6%
Director/General Manager	42	40.5%	4.8%	54.8%
Manager	122	63.9%	5.7%	30.3%
Supervisor	10	60.0%	20.0%	20.0%
Non-Management	353	69.4%	4.8%	25.8%
Sub-Total:	553			

Cherokee Nation Assurance	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	18	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	202	0.0%	0.0%	100.0%
Sub-Total:	221			

Cherokee Nation Construction Services	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	3	33.3%	0.0%	66.7%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	2	0.0%	0.0%	100.0%
Sub-Total:	7			

Cherokee Nation Technology	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	10	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	232	0.0%	0.9%	99.1%
Sub-Total:	244			

Cherokee Services Group	Total	Cherokee	Other Tribal	Non Native
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	45	0.0%	0.0%	100.0%
Sub-Total:	50			

Cherokee Nation Security and Defense	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	50.0%	0.0%	50.0%
Manager	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	46	6.5%	2.2%	91.3%
Sub-Total:	60			

CN Aerospace and Defense, LLC	Total	Cherokee	Other Tribal	Non Native
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%	16.7%	83.3%
Supervisor	1	100.0%	0.0%	0.0%
Non-Management	53	60.4%	1.9%	37.7%
Sub-Total:	61			

CND LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	2	50.0%	0.0%	50.0%
Supervisor	6	100.0%	0.0%	0.0%
Non-Management	141	95.0%	0.7%	4.3%
Sub-Total:	150			

Cherokee Nation Red Wing	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	15	6.7%	0.0%	93.3%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	79	8.9%	0.0%	91.1%
Sub-Total:	95			

Cherokee Nation Healthcare Services	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
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	122	0.0%	0.8%	99.2%
Sub-Total:	130			

Cherokee Nation Government Solutions	Total	Cherokee	Other Tribal	Non Native
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	2	0.0%	0.0%	100.0%
Sub-Total:	3			

Cherokee Nation Technology Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	11	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	94	0.0%	0.0%	100.0%
Sub-Total:	106			

Cherokee CRC, LLC	Total	Cherokee	Other Tribal	Non Native
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	2	0.0%	50.0%	50.0%
Non-Management	6	16.7%	0.0%	83.3%
Sub-Total:	14			

Cherokee Nation 3S	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	0.0%	0.0%	100.0%
Manager	16	6.3%	0.0%	93.8%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	233	1.3%	0.0%	98.7%
Sub-Total:	256			

Cherokee Nation Construction Resources	Total	Cherokee	Other Tribal	Non Native
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%
Sub-Total:	0			

CN Mission Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	2	0.0%	0.0%	100.0%
Manager	14	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	407	0.2%	0.2%	99.5%
Sub-Total:	423			

Cherokee Nation Operational Solutions, LLC	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	33.3%	0.0%	66.7%
Manager	8	12.5%	0.0%	87.5%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	71	1.4%	0.0%	98.6%
Sub-Total:	82			

Cherokee Nation Mechanical	Total	Cherokee	Other Tribal	Non Native
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	0	0.0%	0.0%	0.0%
Non-Management	12	0.0%	0.0%	100.0%
Sub-Total:	18			

Cherokee Nation Property Management	Total	Cherokee	Other Tribal	Non Native
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	2	100.0%	0.0%	0.0%
Non-Management	15	93.3%	6.7%	0.0%
Sub-Total:	26			

Cherokee Nation Strategic Programs	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	4	25.0%	0.0%	75.0%
Manager	42	2.4%	2.4%	95.2%
Supervisor	3	0.0%	0.0%	100.0%
Non-Management	580	0.0%	0.5%	99.5%
Sub-Total:	629			

Cherokee Nation Environmental Solutions	Total	Cherokee	Other Tribal	Non Native
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	12	8.3%	8.3%	83.3%
Non-Management	7	14.3%	0.0%	85.7%
Sub-Total:	23			

Cherokee Nation Telecommunications	Total	Cherokee	Other Tribal	Non Native
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	4	50.0%	25.0%	25.0%
Sub-Total:	5			

Cherokee Nation Systems Solutions	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	1	100.0%	0.0%	0.0%
Manager	6	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	46	2.2%	0.0%	97.8%
Sub-Total:	53			

Cherokee Nation Management & Consulting	Total	Cherokee	Other Tribal	Non Native
Vice President and above	0	0.0%	0.0%	0.0%
Director/General Manager	3	0.0%	0.0%	100.0%
Manager	29	0.0%	0.0%	100.0%
Supervisor	8	0.0%	0.0%	100.0%
Non-Management	213	0.0%	0.0%	100.0%
Sub-Total:	253			

CN Solutions Link LLC	Total	Cherokee	Other Tribal	Non Native
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	7	0.0%	0.0%	100.0%
Sub-Total:	7			

CN Federal Consulting, LLC	Total	Cherokee	Other Tribal	Non Native
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	1	0.0%	0.0%	100.0%
Sub-Total:	1			

II. Full List of Termination Reasons	
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