

CHEROKEE NATION BUSINESSES
FULL COUNCIL OF THE CHEROKEE NATION REPORT



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

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Tribal Employment

I. Overall

	Total Employees	Cherokee	Other Tribal	Non-Native
All Cherokee Nation Businesses	7,714	3,397	344	3,973
<i>(Includes Temporary and Contract Employees)</i>				
Cherokee Nation Businesses- Preference	4,670	68.6%	6.8%	24.6%
<i>(Excluding Temporary and Contract Employees, including companies where we can practice preference)</i>				
Cherokee Nation Businesses- Non Preference	349	32.7%	1.7%	65.6%
<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	4,017	66.8%	7.2%	25.9%
Catoosa	1,671	44.0%	11.1%	44.9%
Ft. Gibson	125	92.8%	5.6%	1.6%
Grove	141	80.9%	4.3%	14.9%
Jay Laundry	19	100.0%	0.0%	0.0%
Ramona	142	66.2%	7.0%	26.8%
Roland	455	91.2%	2.2%	6.6%
Sallisaw	121	91.7%	1.7%	6.6%
S. Coffeyville	120	55.8%	7.5%	36.7%
Tahlequah	250	89.6%	3.6%	6.8%
West Siloam	741	84.6%	4.6%	10.8%
Blue Ribbons Downs	3	100.0%	0.0%	0.0%
Corporate	229	69.4%	8.3%	22.3%
Cherokee Nation Businesses	501	73.1%	5.8%	21.2%
Cherokee Nation Property Management	26	88.5%	7.7%	3.8%
Sub-Total:	4,544	67.6%	7.1%	25.3%

Native American Preference Companies				
<i>(Includes Temporary and Contract Employees)</i>	Total Employees	Cherokee	Other Tribal	Non-Native
CN Aerospace and Defense, LLC	68	48.5%	2.9%	48.5%
CND LLC	150	93.3%	0.7%	6.0%
Cherokee Nation Telecommunications	5	40.0%	20.0%	40.0%
Cherokee Nation Red Wing	15	53.3%	0.0%	46.7%
Sub-Total:	238	76.9%	1.7%	21.4%
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	70	60.0%	4.3%	35.7%
Manager	345	71.6%	4.1%	24.3%
Supervisor	214	77.1%	6.1%	16.8%
Non-Management	4,126	67.4%	7.2%	25.4%
Sub-Total:	4,782			

*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	85	3.5%	0.0%	96.5%
Cherokee Nation Businesses	55	0.0%	0.0%	100.0%
Cherokee Nation Technology	241	0.0%	0.8%	99.2%
Cherokee Services Group	48	0.0%	0.0%	100.0%
Cherokee Nation Security and Defense	57	5.3%	1.8%	93.0%
Cherokee Nation Assurance	217	0.0%	0.0%	100.0%
Cherokee Nation Construction Services	11	9.1%	0.0%	90.9%
Cherokee Nation Healthcare Services	135	0.7%	0.7%	98.5%
Cherokee Nation Government Solutions	3	0.0%	0.0%	100.0%
Cherokee Nation Technology Solutions	108	0.0%	0.0%	100.0%
Cherokee CRC LLC	13	7.7%	7.7%	84.6%
Cherokee Nation 3S	267	1.5%	0.0%	98.5%
Cherokee Nation Construction Resources	0	0.0%	0.0%	0.0%
CN Mission Solutions	415	0.2%	0.2%	99.5%
Cherokee Nation Mechanical	18	0.0%	0.0%	100.0%
Cherokee Nation Strategic Programs	650	0.3%	0.8%	98.9%
Cherokee Nation Environmental Solutions	22	13.6%	4.5%	81.8%
Cherokee Nation Systems Solutions	53	3.8%	0.0%	96.2%
Cherokee Nation Management & Consulting	258	0.0%	0.0%	100.0%
Cherokee Nation Red Wing	81	1.2%	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	187	63.1%	3.2%	33.7%
Sub-Total:	2,932	4.8%	0.6%	94.6%
**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.				

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	35	14.3%	0.0%	85.7%
Manager	235	5.5%	0.4%	94.0%
Supervisor	41	12.2%	4.9%	82.9%
Non-Management	2,616	4.5%	0.6%	95.0%
Sub-Total:	2,932			

Additional Cherokee Nation Entertainment Information

I. Hiring Practices	Total	Cherokee	Other Tribal	Non-Native
Active Resumes/Applications	3,965	36.3%	7.2%	56.5%
Total Positions Hired	121	51.2%	11.6%	37.2%

II. Retention	Total	Cherokee	Other Tribal	Non-Native
Employees Terminated	133	59.4%	9.0%	31.6%
No Call-No Show	25	56.0%	8.0%	36.0%
No Show Orientation	6	16.7%	0.0%	83.3%
Resigned with Notice	28	57.1%	3.6%	39.3%
Resigned without Notice	50	58.0%	10.0%	32.0%
Violation of Rules	9	77.8%	22.2%	0.0%
Transfer to Affiliate	4	100.0%	0.0%	0.0%
End Temporary Employment	1	100.0%	0.0%	0.0%
Attendance	8	62.5%	25.0%	12.5%
Personal Reasons	2	100.0%	0.0%	0.0%

III. Promotions	Total	Cherokee	Other Tribal	Non-Native
	36	86.1%	5.6%	8.3%
Production Cook				
Security Guard/Unarmed				
EVS Casino Attendant				
Mixologist				
Casino Service Representative				
Culinary - Utility I				
Card Games Shift Mgr. - Large				
Drop Count Lead				
Customer Service Administrator				
EVS Lead Casino Attendant				
Dual Rate Lead				
E Games Tech 2				
Food and Beverage Associate				
Barista				
Front Office Shift Supervisor				
Lead Operations Officer				
Sous Chef				
Front Office Lead				
Lead Players Club Rep				
F & B Manager Level 1				
Director of Food and Beverage				
General Manager I				
Dir Investigative Services				
General Manager II				
IT Security Engineer III				

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	33	72.7%	3.0%	24.2%
Manager	228	73.7%	1.8%	24.6%
Supervisor	205	75.6%	5.4%	19.0%
Non-Management	3,732	65.7%	7.5%	26.8%
Sub-Total:	4,204			

Cherokee Nation Businesses	Total	Cherokee	Other Tribal	Non Native
Vice President and above	26	65.4%	0.0%	34.6%
Director/General Manager	43	41.9%	4.7%	53.5%
Manager	121	64.5%	6.6%	28.9%
Supervisor	10	60.0%	20.0%	20.0%
Non-Management	356	69.4%	4.8%	25.8%
Sub-Total:	556			

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	198	0.0%	0.0%	100.0%
Sub-Total:	217			

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	4	25.0%	0.0%	75.0%
Supervisor	2	0.0%	0.0%	100.0%
Non-Management	3	0.0%	0.0%	100.0%
Sub-Total:	11			

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	229	0.0%	0.9%	99.1%
Sub-Total:	241			

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	43	0.0%	0.0%	100.0%
Sub-Total:	48			

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	1	0.0%	0.0%	100.0%
Manager	12	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	44	6.8%	2.3%	90.9%
Sub-Total:	57			

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	5	0.0%	20.0%	80.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	62	53.2%	1.6%	45.2%
Sub-Total:	68			

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	3	33.3%	0.0%	66.7%
Supervisor	6	100.0%	0.0%	0.0%
Non-Management	140	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	16	6.3%	0.0%	93.8%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	79	8.9%	0.0%	91.1%
Sub-Total:	96			

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	127	0.0%	0.8%	99.2%
Sub-Total:	135			

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	96	0.0%	0.0%	100.0%
Sub-Total:	108			

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	5	20.0%	0.0%	80.0%
Sub-Total:	13			

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	19	5.3%	0.0%	94.7%
Supervisor	6	0.0%	0.0%	100.0%
Non-Management	241	1.2%	0.0%	98.8%
Sub-Total:	267			

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	399	0.3%	0.3%	99.5%
Sub-Total:	415			

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	74	1.4%	0.0%	98.6%
Sub-Total:	85			

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	43	2.3%	2.3%	95.3%
Supervisor	3	0.0%	0.0%	100.0%
Non-Management	600	0.0%	0.7%	99.3%
Sub-Total:	650			

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	11	9.1%	9.1%	81.8%
Non-Management	7	14.3%	0.0%	85.7%
Sub-Total:	22			

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	5	0.0%	0.0%	100.0%
Supervisor	0	0.0%	0.0%	0.0%
Non-Management	47	2.1%	0.0%	97.9%
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	28	0.0%	0.0%	100.0%
Supervisor	8	0.0%	0.0%	100.0%
Non-Management	219	0.0%	0.0%	100.0%
Sub-Total:	258			

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	No Show Orientation
Employer Bankruptcy	Become Self-Employed
CWR COBRA Only	Resignation-Other Position
Correct Empl Rcd	Dissatisfied with Pay
Conversion	Personal Reasons
Misconduct	Partial/Total Disability
Failure to Meet Credentials	Staff Reduction
Death	Relocation
End of Government Contract	Return to School
Elimination of Position	Resigned with Notice
End of Task Order	Resigned without Notice
Failure To Meet Min Emplmt Req	Short Term Disability Ended
CNGC License Denied	Transfer to Affiliate
CNGC License Revoked	Tardiness
Gross Misconduct	End Temporary Employment
Failure to Return from Leave	Unsatisfactory Performance
Misstatement on Application	Violation of Rules
Mutual Consent	Voluntary Separation Program
No Call-No Show	