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25037

**NOW COMMUNICATIONS, INC.**

R. SCOTT SEAB, ESQ.

**REGULATORY OFFICES**

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VICE PRESIDENT

**711 SOUTH TEJON STREET, SUITE 201**

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REGULATORY AFFAIRS

**COLORADO SPRINGS, CO 80903**

EMAIL: rss@nowcommunications.com

July 11, 2002

Texas Public Utility Commission  
Chief Filing Clerk  
1701 N Congress Ave, Room 113A  
Austin, TX 78701

Re: Annual Workforce Diversity Report, Annual CLEC Report Project No. 19421, and  
Annual IXC Report Project No. 25000

Please find enclosed the referenced reports for NOW Communications, Inc. Also  
enclosed are three copies of this cover letter, one for each report and one to be date-  
stamped and returned to me in the envelope provided.

Thank you for your assistance and please call if any additional information is required.

Sincerely,

RSS

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FILING CLERK

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# WORKFORCE AND SUPPLIER DIVERSITY FORM

Occupational Categories	NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR													
	Combined Total	Company Totals		Caucasian		African American		Hispanic		Asian		American Indian		
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Managers	0													
Professionals	0													
Technicians	0													
Sales Workers	0													
Office and Clerical	0													
Craft Workers (Skilled)	0													
Operatives (Semi-skilled)	0													
Laborers (Unskilled)	0													
Service Workers	0													
Previous Year Totals	0													
Year Totals	0													

\*NOW Communications, Inc., has no employees or offices in Texas.

# **WORKFORCE AND SUPPLIER DIVERSITY FORM**

<b>Actual = [Total HUB(6) procurement + Total Small Business procurement]/Total Company procurement</b>	<b>Actual for Previous FY</b>	<b>Actual for Current FY</b>	<b>Percentage change</b>
Construction Contracts (1)	0	0	0
Commodities Contracts (2)	0	0	0
Other Services (3)	0	0	0
Professional Services Contracts (4)	0	0	0
Major Equipment (5)	0	0	0
Other	0	0	0

(1) **Construction** -- Construction done by general contractors and special trade contractors which includes new work, additions, alterations, reconstruction, installations, repairs, remodeling, renovating, and repair of office buildings. Heavy construction other than buildings such as pipelines, communication and power lines, sewer and water mains, asphalt and concrete construction of roads, trenching, cable laying, conduit construction, land clearing and leveling.

(2) **Commodities** -- All materials, goods or tangibles purchased to conduct business, not including fuel or purchased power contracts and major equipment purchases and rentals.

(3) **Others Services** -- All specialty work, special circumstances that required contract labor, special consultants or other non-defined services. Examples include audio/visual, staffing services, landscaping, forestry, tree trimming, art and decorative services, janitorial, travel/lodging, automotive repair, and photography.

(4) **Professional Services** -- Contracted professional services which include legal, consulting, health, engineering, accounting, advertising/marketing, architectural, real estate, computer services, research and analysis, education/training, insurance, surveying services, weather services, environmental, financial, etc.

(5) **Major Equipment** -- Includes all major equipment purchases and rentals including but not limited to transmission and distribution equipment, power plant equipment, substation equipment, heavy construction equipment, fleet requirements, etc.

(6) **HUB** -- Business enterprises that are 51% owned and controlled by U.S. citizens who are socially disadvantaged because of their identification as members of certain groups, including African-American, Hispanic, Native American, or Asian Pacific and Women as defined in the Texas Government Code § 481.101(1).

(7) **Other** -- Any commodity or service not covered by the above categories.

## **WORKFORCE AND SUPPLIER DIVERSITY FORM**

**Describe the specific initiatives, programs, and activities undertaken under the plan during the preceding year:**

**Not applicable: NOW has no employees, offices, or construction contracts in the State of Texas.**

## **WORKFORCE AND SUPPLIER DIVERSITY FORM**

**Make an assessment of the success of each of the specific initiatives, programs, and activities listed above:**

**Not applicable.**

**Describe the initiatives, programs, and activities the utility will pursue during the next year to increase the diversity of its workforce and contracting opportunities for small and historically underutilized businesses:**

**Not applicable.**

## WORKFORCE AND SUPPLIER DIVERSITY FORM

**State the specific progress made under the plan filed by the utility:**

**Not applicable.**

A handwritten signature in black ink, appearing to read 'R. Scott Seab'.

R. Scott Seab, Esq.

VP - Regulatory Affairs

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