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2002 JAN -3 11:09:20
PUBLIC UTILITY COMMISSION
FILING CLERK

December 31, 2002

Central Records Filing Clerk
Public Utility Commission of Texas
1701 N. Congress Avenue
Room G-113
Austin, TX 78711-3326

RE: Progress Report of 1stel, Inc Project No. 26715 Compliance Proceeding for Telecommunications Utilities' Five-Year Plan to Enhance Diversity of its Workforce and Increase Opportunities for Small and Historically Underutilized Businesses.

To Central Records:

1stel, Inc files this progress report pursuant to PUC Substantive Rule 26.85.

1stel is currently a small, start-up Competitive Local Exchange Carrier, which began operation during the third quarter in 1999. 1stel is an equal opportunity employer, which is developing workforce projections to meet anticipated growth. 1stel uses a variety of methods as part of its hiring practices including the use of advertising and attending job fairs, to attract a diverse workforce with the experience and skill-sets required to meet its objectives.

By using diverse methods within the procurement processes as well, 1stel has established a working relationship with Texas Workforce commission and often use their resources to attract new, experienced employees.

1stel uses this same approach when contracting with vendors. By consulting with a number of vendors before contracting with a "winning" vendor and seeking the highest quality products and services at competitive prices, 1stel believes that the same results can be achieved.

Over the next year, 1stel intends to follow the same approach. Hiring practices will continue to seek a variety of avenues to seek job applicants, and vendor relationships will continue to receive the necessary scrutiny to assure that the best and most economical opportunities are sought and obtained.

Thank you for your assistance in this matter. If you have any questions concerning this filing, do not hesitate to contact me.

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