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WORKFORCE AND SUPPLIER DIVERSITY FORM

Covad Communications Company
2002 Report

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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	
	29	25	4	19	4	4	0	1	0	1	0	0	0	
Officials and Managers	4	3	1	3	0	0	0	0	0	0	0	0	0	
Professionals	5	4	1	2	1	1	0	1	0	0	0	0	0	
Technicians	17	16	1	13	1	2	0	0	0	0	0	0	0	
Sales Workers	2	2	0	1	0	1	0	0	0	0	0	0	0	
Office and Clerical	1	0	1	0	1	0	0	0	0	0	0	0	0	
Craft Workers (Skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	
Operatives (Semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	
Previous Year Totals	75	53	22	40	16	7	4	5	1	1	1	0	0	
Year Totals (5/1/02)	29	25	4	19	4	4	0	1	0	1	0	0	0	

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Actual = [Total HUB(6) procurement + Total Small Business procurement]/Total Company procurement		Actual for Previous FY	Actual for Current FY	Percentage change
Construction Contracts (1)		*	\$1,275.76	*
Commodities Contracts (2)		*	\$928,246.79	*
Other Services (3)		*	\$3,806,946.98	*
Professional Services Contracts (4)		*	\$580,552.06	*
Major Equipment (5)		*	\$27,093,263.98	*
Other		*	\$606,671.79	*

- Covad does not have the information to track this data.

(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.

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

1. Completed an EEO audit and developed a reporting system which measures the effectiveness of the Company's WP and determines whether the Company's goals and objectives have been attained.
2. Conducted EEO/AA training and orientation of the Company's supervisors and managers to inform them of their responsibilities pursuant to the WP.
3. Keep management and human resources informed of latest developments in the entire EEO area.
4. Utilized job boards specializing in minority candidates, including:
 - Careerbuilders.com
 - Monster.com
 - Hotjobs.com
 - Ivillage.com
 - Hispaniconline.com
 - Blackenterprise.com
 - Hire.diversity.com
 - Blackvoices.com
5. Encouraged minority and women employees to refer friends to the Company for potential employment.

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

1. Nationwide, Covad has a diverse workforce and has negligible underutilization in just a few categories of employees. The audit resulted in policy and practice changes that we look forward to having a continued positive impact on hiring and maintaining a diverse workforce.
2. Training and orientation has been successful in maintaining a diverse workforce.
3. Keeping management informed of the latest developments in the EEO has assisted in maintaining a diverse workforce.
4. Utilizing job boards and encouraging minority and women employees to refer applicants has helped to continue to hire women and minorities.

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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:

1. Identify local organizations with minority business and with female-owned business membership emphasis and participate or communicate through these organizations business opportunities.
2. Identify HUBs by using such resources as the National Minority Supplier Development Council and Diversity Information Resources and communicate business opportunities.
3. Post contracting opportunities with local media and on our website.
4. Identify local organizations with small business membership emphasis and participate or communicate business opportunities available.
5. Develop a system to and collect more up to date and accurate information about our contracts and vendors in Texas for tracking purposes.

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

Nationwide, Covad has and has maintained a diverse workforce. Covad has several minorities and women in key senior management position and their visibility has increased our candidate flow.