



Control Number: 26715



Item Number: 39

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North Texas Telephone Company

Administrative Offices:
P. O. Box 290
DeLeon, Texas 76444
(254)893-4600

December 19, 2002

Public Utility Commission of Texas
ATTN: Anne Bowen, Filing Clerk
1700 North Congress Avenue
Austin, TX 78701

000000 20 12 19
PUBLIC UTILITY COMMISSION
FILING CLERK

RE: Project 26715 – Annual Progress Report on Five-Year Plan to Enhance
Supplier and Workforce Diversity for North Texas Telephone Company

Dear Ms. Bowen:

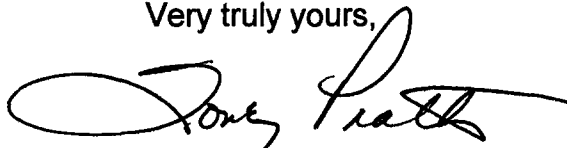
Pursuant to §26.85(e), enclosed for filing are four (4) copies of the Annual Progress Report on the implementation of the Five-Year Plan to Enhance Supplier and Workforce Diversity. This filing is being made in Project 26715 as advised by PUC's Central Records Clerk.

Consistent with the requirements of the approved rule, copies of this report are also being provided to:

1. The Governor;
2. Lieutenant Governor;
3. Speaker of the House;
4. Texas Legislative Black Caucus;
5. Senate Legislative Black Caucus;
6. Mexican-American Legislative Caucus; and
7. Texas Senate Hispanic Caucus

We have included an extra copy of the transmittal letter and request that you please file-date stamp this copy and return to us for our files. If you have any questions concerning this report, please contact Deborah Beck at 254/893-2003.

Very truly yours,


TONEY PRATHER
President

TP/db
Encs.

12/19/2002
PUC/Workforce Diversity Report
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cc (w/Enc.): The Honorable Rick Perry
The Honorable Bill Ratliff
The Honorable Pete Laney
Texas Legislative Black Caucus
Senate Legislative Black Caucus
Mexican-American Legislative Caucus
Texas Senate Hispanic Caucus

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

Please Read Instructions Before Completing and For Notice Regarding Public Burden

SECTION I - General Information

1. Name and Mailing Address of Respondent

North Texas Telephone Company
P. O. Box 290
DeLeon, TX 76444

RECEIVED

MAY 16 2002

FEDERAL COMMUNICATIONS COMMISSION
OFFICE OF THE SECRETARY☐ Check here
if this is
a change of
address.

2. Year Report Filed

2002

3. Reporting Period (Pay Period Ending
Covered by This Report)

03/31/2002

4. Number of Full-Time Employees during Selected
Reporting Period (check one)

- a.
- ☒
- Fewer than 16 (Complete Sections I, V, and VI only)
-
- b.
- ☐
- 16 or more (Complete Sections I, II, III, IV, V
-
- and VI)

SECTION II - Full-Time Paid Employees. Consider as full-time employees, all employees working 30 hours or more a week.

JOB CATEGORIES	ALL EMPLOYEES			MALE					FEMALE				
	Total Columns 2 + 3	Male	Female	MINORITY GROUP EMPLOYEES				White, not of Hispanic Origin	MINORITY GROUP EMPLOYEES				White, not of Hispanic Origin
				Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic		Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Officials and Managers													
Professionals													
Technicians													
Sales													
Office and Clerical													
Craftworkers (skilled)													
Operatives (semiskilled)													
Laborers (unskilled)													
Service Workers													
TOTAL													
Total Employment from Previous Report (if any)													

SECTION III - Part-Time Paid Employees.

JOB CATEGORIES	ALL EMPLOYEES			MALE					FEMALE				
	Total Columns 2 + 3	Male	Female	MINORITY GROUP EMPLOYEES				White, not of Hispanic Origin	MINORITY GROUP EMPLOYEES				White, not of Hispanic Origin
				Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic		Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Officials and Managers													
Professionals													
Technicians													
Sales													
Office and Clerical													
Craftworkers (skilled)													
Operatives (semiskilled)													
Laborers (unskilled)													
Service Workers													
TOTAL													
Total Employment from Previous Report (if any)													

SECTION IV. On-the-Job Trainees. Report only employees enrolled in formal on-the-job training programs. The data below shall also be included in the figures for the appropriate occupational categories in Sections II and III.

JOB CATEGORIES	ALL EMPLOYEES			MALE					FEMALE				
	Total Columns 2 + 3	Male	Female	MINORITY GROUP EMPLOYEES				White, not of Hispanic Origin	MINORITY GROUP EMPLOYEES				White, not of Hispanic Origin
				Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic		Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
White Collar													
Production													

SECTION V. Report of Discrimination Complaints Pursuant to 47 C.F.R. Sections 21.307, 22.321, and 23.55.

☒ This is to advise the Commission that no complaints regarding violations of equal employment provisions of Federal, State, Territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.

☐ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company. (Attach a list indicating parties, date filed, courts or agencies before which the matter has been heard, file number or other designation, and disposition or current status).

Section VI - Certification

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Date	Typed or Printed Name of Person Signing	Signature	(Area Code) Telephone No.
May 10, 2002	Toney Prather		(254) 893-4600

Title of Person Signing
President

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(A)(1) AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

NOTICE: The solicitation of personal information requested in this report is authorized by the Communications Act of 1934, as amended. The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory. An agency may not conduct or sponsor and a person is not required to respond to a collection of information unless it displays a currently valid control number. This Notice is required by the Privacy Act of 1974, P.L. 93-579 and the Paperwork Reduction Act of 1995, P.L. 96-511.



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Kelvin L. Reaves
Rebecca L. Murphy**

**Senior Communications Consultants
Kenneth C. Johnson
G. Kent Larsen**

May 16, 2002

Mr. Mike Lehner
Industry Analysis and Technical Division
Wireline Competition Bureau
Federal Communications Commission
445 Twelfth Street, SW, Room 6-A110
Washington, DC 20554

**Re: North Texas Telephone Company
Common Carrier Annual Employment Report
FCC Form 395**

Dear Mr. Lehner:

On behalf of North Texas Telephone Company ("North Texas Tel") and pursuant to Section 1.815 of the Commission's Rules, we hereby submit an original and one (1) copy of North Texas Tel's Common Carrier Annual Employment Report (FCC Form 395).

Should you have any questions concerning this matter, please contact this office.

Sincerely,

A handwritten signature in black ink, appearing to read 'Greg Whiteaker', followed by a vertical line and a small mark.

Gregory W. Whiteaker

Attachment

WORKFORCE AND SUPPLIER DIVERSITY FORM

NORTH TEXAS TELEPHONE COMPANY 2002 WORKFORCE DIVERSITY REPORT

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)		-0-	-0-	0.0%
Commodities Contracts (2)		45,551	9,847	(78.3%)
Other Services (3)		912	-0-	(100.0%)
Professional Services Contracts (4)		86,525	346,843	300.0%
Major Equipment (5)		-0-	-0-	0.0%
Other		-0-	-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.