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WORKFORCE AND SUPPLIER DIVERSITY FORM

26715

Occupational Categories

NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR													
Occupational Categories	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	1	1		1									
Professionals													
Technicians	2	2		2									
Sales Workers													
Office and Clerical													
Craft Workers (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
Previous Year Totals	2	2		2									
Year Totals	3	3		3									

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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)	0	0	0	0
Commodities Contracts (2)	85%	74%	-11%	
Other Services (3)	71%	61%	-10%	
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.

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

Stellar Communications, Inc., essentially has started operations over the last year. The company currently has a very limited workforce. The company stresses the use of local vendors. We feel that we are accomplishing this effort. Other initiatives such as working with Historically Underutilized Businesses are starting to take root. The community has taken steps through the efforts of the Business Development Corporation and the Chamber of Commerce to emphasize the importance of using HUB businesses. We feel that this environment will continue to encourage new businesses to establish in our local area.

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

As stated above Stellar Communications, Inc. is basically just getting underway. The company has and will continue to procure as much of its resources from the local service area. Our rural communities need to have as much local business support as possible to keep all businesses prosperous.

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:

Stellar Communications, Inc. will continue to stay abreast of the availability of goods and services provided by businesses that qualify under the HUB definition. We will especially emphasize those companies in our local area. We plan to post both contracting and employment opportunities in the local media as well as on our company website. As of the present time the company plans acquire more information about HUB companies through combined efforts with other local businesses in our service area

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

Stellar Communications, Inc. has made involvement with the local Business Development and local Chambers of Commerce a top priority. Those channels will help the company ascertain some of the locally owned small and historically underutilized businesses.