



Control Number: 28691



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Riviera Telephone Company, Inc.

103 S. 8th Street • P.O. Box 997 • Riviera, Texas 78379
361-296-3232 • Fax # 361-296-3125 • E-Mail: rtc@rivnet.com

2003 DEC 15 AM 10:09

PUBLIC UTILITY COMMISSION
FILING CLERK

December 10, 2003

Public Utility Commission of Texas
Filing Clerk
1700 N. Congress Avenue
Austin, Texas 78701

RE: Project 28691 – Annual Progress Report on Five-Year Plan to
Enhance Supplier and Workforce Diversity for Riviera Telephone
Company, Inc.

Dear Filing Clerk:

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 28691 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; and (5) Mexican-American Legislative 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 me at rtc@rivnet.com or at (361) 296-3232.

Sincerely,

Bill Colston, Jr.
President/General Manager

cc w/ attachment The Honorable Rick Perry
The Honorable David Dewhurst
The Honorable Tom Craddick
The Texas Legislative Black Caucus
The Mexican American Legislative Caucus

FileName: workdiversitydec2003

EXHIBIT 1
RIVIERA TELEPHONE COMPANY, INC.
FIVE-YEAR PLAN TO ENHANCE WORKFORCE DIVERSITY
PURA SEC. 52.526(b)
2003 WORKFORCE DIVERSITY

2003 NUMBER OF EMPLOYEES														
Job 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	4	2	2	2	2									
Professionals	2	1	1	1										
Technicians	0	0	0											
Sales Workers	0	0	0											
Office and Clerical	4	0	4											
Craft Workers (Skilled)	2	2	0					2						
Operatives (Semi-skilled)	0	0	0											
Laborers (Unskilled)	0	0	0											
Service Workers	0	0	0											
Totals	12	5	7	3	3	0	0	2	4	0	0	0	0	0