

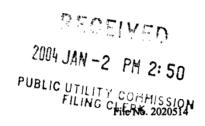
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Writer's Direct Dial No. (816) 300-3290 BFillinger@birch.com

December 29, 2003

### Sent via UPS Next Day Air

Public Utility Commission of Texas Attention: Filing Clerk 1701 North Congress Avenue Austin, TX 78701

> Consolidated Workforce Diversity Report on behalf of Birch Telecom of Texas Ltd., L.L.P. and Ionex Communications South, Inc., Docket No. 28691

### Ladies and Gentlemen:

Enclosed are four copies of Consolidated Workforce Diversity Report on behalf of Birch Telecom of Texas Ltd., L.L.P. and Ionex Communications South, Inc. for the period October 1, 2002, through September 30, 2003, which is being filed pursuant to Substantive Rule §26.85.

If there are any questions or concerns regarding this report, please contact the undersigned.

Thank you.

Yours very truly,

Barbara P. Fillinger

Sr. Manager, Regulatory Compliance

Bubera & Fleinger

### **Enclosures**

Hon. Rick Perry, Governor

Hon. David Dewhurst, Lieutenant Governor

Hon. Juan "Chuy" Hinojosa, Chair, TX Senate Hispanic Caucus

Hon. Tom Craddick, Speaker of the House

Hon. Joe Deshotel, Chair, House African-American Caucus

Hon. Pete Gallego, Chair, House Mexican-American Legislative Caucus

# CONSOLIDATED ANNUAL PROGRESS REPORT ON FIVE-YEAR PLAN TO ENHANCE WORKFORCE DIVERSITY

Filed Pursuant to Substantive Rule §26.85

For the Period October 1, 2002, through September 30, 2003

On Behalf of

BIRCH TELECOM OF TEXAS LTD., L.L.P. and IONEX COMMUNICATIONS SOUTH, INC.

# WORKFORCE DIVERSITY FORM

			NUMB	ER OF TE	XAS FULL	-TIME E	BER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR	SFOR	REPORTI	NG YEA	'R'		
Occupational Categories	Combined Total	Company Totals	y Totals	Canc	Caucasian	African	African American	His	Hispanic	As	Asian	American Indian	Indian
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Managers	76	53	23	45	21	9	2	1	0	1	0	0	0
Professionals	49	30	19	25	12	3	4	1	2	1	1	0	0
Technicians	57	54	3	36	3	9	0	11	0		0	0	0
Sales Workers	264	183	81	130	63	21	5	26	11	9	2	0	0
Office and Clerical	83	20	63	10	43	4	17	3	3	3	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	319	200	119	148	91	21	15	28	13	3	0	0	0
Year Totals	529	340	189	246	142	40	28	42	16	12	3	0	0

<sup>1</sup>Please note these are consolidated numbers for Birch and Ionex, as during the measurement period, the parent companies of these entities completed a merger.

### WORKFORCE DIVERSITY FORM

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

During the measurement period, Birch Telecom of Texas Ltd., L.L.P. ("Birch") and Ionex Communications South, Inc. ("Ionex") (together, the "Companies") continued their Employee Referral Program. This program is for those instances where new hires were made

The Companies are also expanding their membership with the Hispanic Chamber of Commerce of Greater Dallas. The Companies continue to be active members of several chapters of the Chamber of Commerce throughout Texas.

The Companies partner with careerbuilders.com when advertising and recruiting for open positions. The careerbuilders solution delivers minority, disabled and ethnic communities through their network of diversity partners for consideration for open positions.

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

During the measurement period, the Companies participated in Career and Job Fairs. These Fairs did bring in some candidates and some new hires.

The use of careerbuilder.com processes has proven to be somewhat effective in identifying candidates for open positions.

# Describe the initiatives, programs, and activities the utility will pursue during the next year to increase the diversity of its workforce:

The Companies will continue to explore opportunities through websites on the Internet when identifying candidates. They plan to continue to participate in Job Fairs and will also look to expand their membership in the Greater Dallas Hispanic Chamber of Commerce.

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

The measurement period continued to reflect a difficult time in the telecommunications industry. During the measurement period, the parent companies of Birch and Ionex completed a merger. During this period, the total number of minority employees increased by 61. The diversity numbers for the measurement period improved in the state of Texas as a percentage of Texas-based employees.