



Control Number: 28691



Item Number: 16

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Electra Telephone Company, Inc.

505 Plaza Circle, Suite 200

Orange Park, Florida 32073-9409

Telephone (904) 688-0017 Facsimile (904) 688-0049

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DEC 16 AM 11:15

December 12, 2003

PUBLIC UTILITY COMMISSION
FILING CLERK

Public Utility Commission of Texas

Attn: Filing Clerk

Central Records

P. O. Box 13326

1701 North Congress Avenue

Austin, Texas 78711

Re: Project 28691 - Electra Telephone Company's 2003 Workforce Diversity Compliance Filing

Dear Filing Clerk:

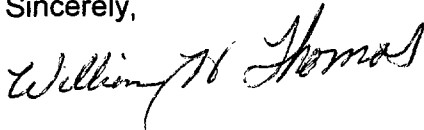
Pursuant to §26.85(e), enclosed for filing are four (4) copies of Electra Telephone Company's Workforce and Supplier Diversity Form on the implementation of the Five-Year Plan to Enhance Supplier and Workforce Diversity. This filing is being made in Project No. 28691 as designated for this report.

Electra Telephone Company employs only five employees to maintain the Texas business office and this small number exempts the Company from the FCC requirement to file the Form 395, Common Carrier Annual Report.

Consistent with the requirements of the rule, copies of this report are being provided to the: (1) Governor; (2) Lieutenant Governor; (3) Speaker of the House of Representatives; (4) Texas Legislative Black Caucus; (5) Texas Senate Hispanic Caucus; and (6) Mexican American Legislative Caucus.

I 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 Jessalyn Thrift, Director of Human Resources, at (904) 688-0022.

Sincerely,



William H. Thomas

Vice President of Administrative Services

copy: w/attachment The Honorable Rick Perry
The Honorable Bill Ratliff
The Honorable James E. "Pete" Laney
The Honorable Joe Deshotel
The Honorable Leticia Van de Putte
The Honorable Pete Gallego

Copy of compliance filing sent to:

The Honorable Rick Perry
Office of the Governor
P.O. Box 12428
Austin, Texas 78711-2428

Lt. Governor Bill Ratliff
Capitol Station
P.O. Box 12068
Austin, Texas 78711

The Honorable James E. "Pete" Laney
Speaker of the House of Representatives
Capitol Office, Rm. CAP 3N.05
P.O. Box 2910
Austin, TX 78768

The Honorable Joe Deshotel, Chairman
The House Legislative Black Caucus (TLBC)
807 Brazos Street, Ste. 605
Austin, Texas 78701

The Texas Senate Hispanic Caucus
The Honorable Leticia Van de Putte, Chairman
P. O. Box 967
Austin, TX 78767-0967

The House Mexican American Legislative Caucus
The Honorable Pete Gallego, Chairman
1005 Congress Avenue, Suite 420
Austin, Texas 78701

WORKFORCE AND SUPPLIER DIVERSITY FORM

ELECTRA TELEPHONE COMPANY
COMPLIANCE FILING

PROJECT NO. 28691

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	2		2		1			1						
Craft Workers (Skilled)														
Operatives (Semi-skilled)														
Laborers (Unskilled)														
Service Workers														
Previous Year Totals 2002	4	3	1	3	1									
Year Totals 2003	5	3	2	3	1			1						

Completed By: Jessalyn Thrift
Director of Human Resources
(904) 688-0022