



Control Number: 28691



Item Number: 177

Addendum StartPage: 9

Carl E. Erhart
Vice President
Regulatory Affairs
Southwest Region

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PUBLIC UTILITY COMMISSION
FILING CLERK



816 Congress, Suite 1500, TXD07AUS
Austin, TX 78701

Phone 512 477-8986
Fax 512 370-4275
carl.erhart@verizon.com

January 9, 2004

Filing Clerk
Public Utility Commission of Texas
1701 N. Congress Ave.
Austin, TX 78711

Subject: CONTROL NO. 28691 – ANNUAL PROGRESS REPORT ON FIVE-YEAR PLAN
TO ENHANCE SUPPLIER AND WORKFORCE DIVERSITY FOR VERIZON
SOUTHWEST

Pursuant to Substantive Rule 26.85(e) and 26.85(f)(1), 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 and the Equal Opportunity Report for Verizon Southwest. Verizon is also providing confidential informational with this report which is being filed under separate seal.

Consistent with the requirements of these rules, copies of this report are also being provided to the Governor, Lieutenant Governor, Speaker of the House and the respective Chairmen of the Senate Hispanic Caucus, House Mexican-American Legislative Caucus, and the House Black Caucus.

If you have questions pertaining to this report, contact Lisa McLaughlin at (512) 370-4215.

Sincerely,

A handwritten signature in black ink, appearing to read "Carl E. Erhart".

Carl E. Erhart

CEE:LAM;mgb

- c: The Honorable Rick Perry (w/o proprietary attachment)
- The Honorable David Dewhurst (w/o proprietary attachment)
- The Honorable Tom Craddick (w/o proprietary attachment)
- The Honorable Juan "Chuy" Hinojosa (w/o proprietary attachment)
- The Honorable Royce West (w/o proprietary attachment)
- The Honorable Pete P. Gallego (w/o proprietary attachment)
- The Honorable Joseph D. "Joe" Deshotel (w/o proprietary attachment)

A large, stylized handwritten letter 'm' in black ink, located in the bottom right corner of the page.



**Verizon Communications
Texas PURA
Supplier Diversity Plan
(2000 – 2004)**

Update 2003

Contact Person: Maria Cruz – Director, Verizon Supplier Diversity
Address: 1310 N. Court House Road – S73064
Arlington VA 22201
Phone: (703) 974-2339
E-mail: maria.d.cruz@verizon.com

**Verizon Communications
Texas Region Supplier Diversity
2003 Update: Supplier Diversity Plan 2000-2004**

Update 2003

Initiatives, programs, and activities Verizon Communications will pursue during the next year to increase the diversity of its contracting opportunities for minority and women-owned businesses (historically underutilized businesses "HUBs").

Summary

Diversity is viewed as a "Core Value" in Verizon Communications and this commitment is reflected throughout the entire organization including the procurement process. For example, through September 2003, Verizon has spent over \$1.2 Billion dollars with Minority and Women-owned businesses (or Historically Underutilized Businesses – HUBS). This represents 6.8% of our spend with all suppliers – up from 6.1% for 2002. For Verizon Texas, HUB share of total spend was 9.7% (October 1, 2002 - September 30, 2003). While above the overall Verizon average, this represents a drop in HUB share for Texas compared to prior years and is not acceptable to Verizon. We plan to focus strongly our initiative in Texas to reverse this trend in 2004.

I - Initiatives

Corporate Policy

Verizon does not have a "set aside" program for HUBs and bases its procurement practices on a competitive bid process. Verizon believes that minority and women business owners are fundamentally competitive and can deliver valuable and cost-effective products and services. To this end, it is our policy to offer HUBs maximum opportunity to compete on an equal basis with all other suppliers in our strategic sourcing process. In doing so, Verizon seeks to instill *sustainable* business with HUBs, while obtaining necessary products and services for the corporation at a competitive cost.

Management Accountability

The management team at Verizon communicates its commitment to diversity procurement by delivering annual and quarterly results throughout the corporation. These results are often included by our CEO in addresses to our stakeholder community. The supplier diversity team of managers continually communicate Verizon's results both internally and externally to increase awareness of our diversity procurement efforts. Managers within the organization are held

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accountable for diversity procurement results. Verizon has re-aligned its compensation approach through its Diversity Performance Index (DPI).

A percentage of the bonus compensation of executives is tied specifically to supplier diversity procurement. In addition, supplier diversity results are a performance ratings factor for employees involved in the decision making process for supplier selection.

Mission Statement

Supplier Diversity is an integral part of Verizon's Diversity Strategy to support economic development of the communities where it does business and to develop products and services that appeal to its diverse customer base. Verizon's CEO and other senior management will continue to communicate our commitment to expand opportunities for historically underutilized businesses. Verizon embraces the following mission statement for Supplier Diversity:

"Verizon has a strong commitment to diversity. That commitment extends to our supplier relationships. Supplier Diversity is also critical to Verizon's success in a competitive marketplace. It builds customer loyalty, stimulates economic growth, and taps into the innovation and entrepreneurship we need to compete for new growth in the market. By including Minority, Women, Veterans and Persons with Disability-owned business enterprises (MWDVBES) in our supplier chain, we accomplish two goals at once. We position our business for success - and we contribute to the economic prosperity of the communities we serve."

2004 objective

We continue to ensure that our commitment is embraced by all Verizon Business Units. Our target for 2004 has been increased to 7% of all corporate spend (up from 6%).

Outreach

In order to advance the supplier diversity message, both internally and externally, Verizon takes a strategic approach to establishing and building relationships with HUBs and the organizations that support them:

- Verizon has regular participation in business development trade fairs and other networking functions where potential suppliers have direct access to Verizon procurement specialists.
- Verizon employees play active and leadership roles in support of advocacy groups such as the National Minority Supplier Development Council at the

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national and local levels. Included are board membership, event sponsorship and active committee participation.

- Verizon's award winning supplier diversity website is easy to find from the homepage of the company's consumer site. At the site, Verizon's potential suppliers can register with us and view upcoming projects.
- Verizon regularly participates in business development conferences and takes on speaking roles on "How to do business with major corporations."
- We will continue to participate and/or sponsor numerous outreach programs in Texas. In 2003 these included the following:

ORGANIZATION	ACTIVITY/EVENT/LOCATION
Women's Business Council - Southwest	Parade of Stars Gala Dallas, TX
D/FW Minority Business Development Council and North Texas Commission	9th Annual Mentor-Entrepreneur Luncheon Dallas, TX
D/FW Minority Business Development Council	Hard Hat Construction Trade Show Dallas, TX
Women's Business Council - Southwest	Women's Round Up Trade Show and Luncheon Arlington, TX
Central & South Texas Minority Business Council	Networking Luncheon/Telecom & Technology San Antonio, TX
D/FW Minority Business Development Council	Tour 18 Scholarship Initiative Golf Tournament Flower Mound, TX
Central & South Texas Minority Business Council	EXPO 2003 Trade Fair San Antonio, TX
D/FW Minority Business Development Council	Access '03 Arlington, TX Convention Center
US Pan Asian Chamber of Commerce Dallas, TX	2003 Tradeshow, Adams Mark Hotel Dallas, TX
Central & South Texas Minority Business Council	Technology Workshop
Women's Business Council - Southwest	Harvesting Partnerships Educational Seminar Plano, TX
D/FW Minority Business Development Council	2003 Annual Golf & Tennis Classic Trophy Club, TX
Women's Business Council - Southwest	NAWBO/WBCS Golf Classic Dallas, TX
D/FW Minority Business Development Council	E Awards Dallas, TX

II - PROGRAMS

Resources

The Supplier Diversity program is led by a Director and is a part of the Verizon Corporate Sourcing department.

The Supplier Diversity team is responsible for:

- Interface with internal product and service procurement groups and cross-functional teams to access buying requirements and to identify opportunities for HUBs.
- Partner with advocacy groups to recruit HUB suppliers.
- Encourage and support the utilization of HUBs.
- Identify and verify supplier information.
- Establish corporate strategy and utilization goals.
- Track, monitor and report the performance and expenditures of prime suppliers and HUBs.
- Train and create an increased awareness in buying and user organizations.
- Encourage and assist prime suppliers in developing plans to increase the use of HUBs as subcontractors.
- Manage and facilitate Verizon's outreach program.

In 2004 our Supplier Diversity team will:

1. Lead the Supplier Diversity Council towards our goal of continuing to expand the Supplier Diversity initiative including the development of corporate-wide objectives, best practices, and resources.
2. Issue detailed quarterly reports showing progress towards corporate-wide objective for all major business units.
3. Review buyers' business plans for all major product/service categories to ensure inclusion of supplier diversity growth objectives.
4. Establish Supplier Diversity objectives for all major requests for proposals (RFPs) and include Supplier Diversity team members on key cross-functional teams charged with supplier selection.
5. Continue to develop innovative outreach programs such as our web-based registration process and resources for certification and upcoming RFPs.

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6. Continue our strong commitment to and participation in key supplier diversity advocacy organizations.
7. Continue to grow “second tier” program with Prime Suppliers to develop industry-based inclusion opportunities whereby major OEMs and service suppliers re-engineer their internal processes incorporating HUB suppliers to serve multiple customers.
8. Work with telecommunications industry groups such as the NMSDC Telecommunications Industry Group (TIG) to establish best practices and standards for Supplier Diversity.
9. Continue/expand our "in-reach" strategy to provide Supplier Diversity training/education to Verizon's personnel who influence or make supplier selection and/or buying decisions.
10. Continue to identify opportunities to re-engineer core supply chain processes to expand opportunity for inclusion.

III - ACTIVITIES

In-reach strategy

Verizon will continue to expand its in-reach strategy to develop business opportunities internally for HUB firms. Our activities will include:

- Supplier Diversity Managers attendance at Business Unit staff meetings to provide Supplier Diversity training and to review our current objectives.
- Our Supplier Diversity objectives will be communicated to each Business Unit's Diversity Council.
- Our Supplier Diversity Council will establish corporate-wide objectives and policies.
- Educational sessions will be conducted with cross-functional end user organizations to encourage inclusion of HUBs in high tech and non-traditional areas.

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- Supplier Diversity Managers will be members of all strategic functional teams (CFTs) charged with selection of suppliers. Specific direct and/or “second tier” Supplier Diversity objectives will be established for each CFT.
- Supplier Diversity results will be reviewed each quarter with senior Verizon leaders.
- Continue to support Verizon leadership message that Supplier Diversity is integral to Verizon success.
- Expand use of internal web site as a resource for supplier referrals and a “tool kit” for buyers and cross-functional teams.
- Further develop our external website to increase outreach effectiveness.
- Recognize Verizon employee contributions to Supplier Diversity.
- Engage senior executives in active participation of business development outreach activities.
- Consistently communicate our vision, initiative, and accomplishments.

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

Expires 02/28/06
Est. Avg. Burden Hrs.
Per Response: 1 Hr.

Please Read Instructions Before Completing and For Notice Regarding Public Burden

SECTION 1 – General Information

1. Name and Mailing Address of Respondent:

GTE Southwest Inc. dba
Verizon Southwest
c/o 750 Canyon Drive
Coppell, TX 75019☐ Check here
if this is a
change of address.

2. Year Report Filed

2003

3. Reporting Period (Pay Period Ending
Covered by This Report: ?

March 31, 2003

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
	(1)	(2)	(3)	Black, not of Hispanic Origin (4)	Asian or Pacific Islander (5)	Native American (6)	Hispanic (7)	(8)	Black, not of Hispanic Origin (9)	Asian or Pacific Islander (10)	Native American (11)	Hispanic (12)	(13)
Officials and Managers	341	247	94	19	1	3	29	195	18	2	0	11	63
Professionals	376	215	161	12	3	0	29	171	14	0	3	29	115
Technicians	98	72	26	15	6	0	6	45	9	1	0	2	14
Sales	227	61	166	6	5	0	23	27	37	1	1	31	96
Office and Clerical	1270	214	1056	56	5	2	45	106	289	17	6	223	521
Craftworkers (skilled)	1871	1589	282	127	11	19	239	1193	64	2	5	50	161
Operatives (semiskilled)	83	81	2	5	0	0	17	59	0	0	0	2	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
TOTAL	4266	2479	1787	240	31	24	388	1796	431	23	15	348	970
Total Employment from Previous Report (if any)	9570	5360	4210	478	143	47	604	4088	808	117	30	568	2687

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	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales	8	6	2	1	0	0	4	1	0	0	0	2	0
Office and Clerical	3	0	3	0	0	0	0	0	1	0	0	0	2
Craftworkers (skilled)	3	0	3	0	0	0	0	0	0	0	0	1	2
Operatives (semiskilled)	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	2	1	1	0	0	0	0	1	0	1	0	0	0
TOTAL	16	7	9	1	0	0	4	2	1	1	0	3	4
Total Employment from Previous Report (if any)	56	10	46	3	0	0	4	3	2	1	0	4	39

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 5/27/03	Typed or Printed Name of Person Signing Carolyn Ditty	Signature <i>Carolyn Ditty</i>	Telephone Number 214-285-1074
-----------------	----------------------------------------------------------	-----------------------------------	----------------------------------

Title of Person Signing Specialist-Affirmative Action Compliance	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, 93-579 and the Paperwork Reduction Act of 1995, P.L. 96-511.

Claim Detail & Statistics By Business Unit and State for Reporting Period

4/1/2002 To 3/31/2003

Business Unit	State	Claim Type	Status and Status Date	External	Case	Complainant
05-National Operations						
Discrimination - Age (ADEA)	Texas	Lawsuit pending	7/26/2002	Ext	AT01 - 7039	Herout, Patsy
Discrimination - Age (ADEA)				# External	1 # Claims	1
Discrimination - Disability (ADA)		Investigating	3/31/2003	Ext	AT01 - 7677	Zaborowski, Bruce
Discrimination - Disability (ADA)				# External	1 # Claims	1
Discrimination - Race	Texas	Dismissed	7/26/2002	Ext	AT01 - 7040	Horikami, Melvin "Mel"
Discrimination - Race				# External	1 # Claims	2
Discrimination - Race				# External	3 # Claims	3

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

Please Read Instructions Before Completing and For Notice Regarding Public Burden

SECTION 1 – General Information

1. Name and Mailing Address of Respondent:

Verizon Corporate Services Group Inc.
c/o 750 Canyon Drive
Coppell, TX 75019☐ Check here
if this is a
change of address.

2. Year Report Filed

2003

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

March 31, 2003

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 (4)	Asian or Pacific Islander (5)	Native American (6)	Hispanic (7)		Black, not of Hispanic Origin (9)	Asian or Pacific Islander (10)	Native American (11)	Hispanic (12)	
Officials and Managers	531	322	209	14	12	2	27	267	23	7	0	12	167
Professionals	1116	459	657	30	36	0	48	345	61	30	1	66	499
Technicians	3	3	0	0	0	0	0	3	0	0	0	0	0
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0
Office and Clerical	427	72	355	13	4	0	10	45	44	18	3	36	254
Craftworkers (skilled)	11	11	0	0	0	0	0	11	0	0	0	0	0
Operatives (semiskilled)	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	2	2	0	0	0	0	1	1	0	0	0	0	0
TOTAL	2090	869	1221	57	52	2	86	672	128	55	4	114	920
Total Employment from Previous Report (if any)	15016	5908	9108	969	608	14	157	4160	3182	316	16	210	5384

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	2	1	1	0	0	0	0	1	0	0	0	0	1
Professionals	9	0	9	0	0	0	0	0	0	1	0	1	7
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0
Office and Clerical	2	0	2	0	0	0	0	0	0	0	0	2	0
Craftworkers (skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives (semiskilled)	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
TOTAL	13	1	12	0	0	0	0	1	0	1	0	3	8
Total Employment from Previous Report (if any)	80	2	78	1	0	0	0	1	0	2	0	2	74

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
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(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 5/27/03	Typed or Printed Name of Person Signing Carolyn Ditty	Signature <i>Carolyn Ditty</i>	Telephone Number 214-285-1074
Title of Person Signing Specialist-Affirmative Action Compliance		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, 33-579 and the Paperwork Reduction Act of 1995, P.L. 96-511.

Claim Detail & Statistics By Business Unit and State for Reporting Period

4/1/2002 To 3/31/2003

Business Unit	Claim Type	State	Status and Status Date	Internal/External	Case	Complainant
07-Human Resources						
Massachusetts						
Retaliation	Retaliation	Investigating	1/10/2003	Ext	FC01 - 7471	Troy, Maryellen
		Investigating	1/10/2003	Ext	FC01 - 7470	Webb Scott, Susie
		Pending w/state agency	3/31/2003	Ext	PM01 - 7552	Sinai, Hertzal
				# External	3	# Claims
				# External	3	# Claims
Massachusetts						

4/1/2002 To 3/31/2003

15

Claim Detail & Statistics By Business Unit and State for Reporting Period

4/1/2002 To 3/31/2003

<i>Business Unit</i>	<i>Claim Type</i>	<i>State</i>	<i>Status and Status Date</i>	<i>Internal/External</i>	<i>Case</i>	<i>Complainant</i>
<i>09-General Counsel</i>						
<i>Discrimination - Age (ADEA)</i>	<i>Discrimination - Age (ADEA)</i>	<i>Pending</i>	<i>D.C.</i>	6/14/2002	Ext	OD01 - 6992 Koch, Patricia
				# External	1	# Claims 1
				# External	1	# Claims 1
<i>09-General Counsel</i>						
<i>Discrimination - Age (ADEA)</i>	<i>Discrimination - Age (ADEA)</i>	<i>Pending</i>	<i>D.C.</i>	6/14/2002	Ext	OD01 - 6992 Koch, Patricia
				# External	1	# Claims 1
				# External	1	# Claims 1

Claim Detail & Statistics By Business Unit and State for Reporting Period

4/1/2002 To 3/31/2003

<i>Business Unit</i>	<i>Claim Type</i>	<i>State</i>	<i>Status and Status Date</i>	<i>Internal/External</i>	<i>Case</i>	<i>Complainant</i>
<i>09-General Counsel</i>						
<i>Discrimination - Age (ADEA)</i>	<i>Discrimination - Age (ADEA)</i>	<i>Pending</i>	<i>D.C.</i>	6/14/2002	Ext	OD01 - 6992 Koch, Patricia
				# External	1	# Claims 1
				# External	1	# Claims 1
<i>09-General Counsel</i>						
<i>Discrimination - Age (ADEA)</i>	<i>Discrimination - Age (ADEA)</i>	<i>Pending</i>	<i>D.C.</i>	6/14/2002	Ext	OD01 - 6992 Koch, Patricia
				# External	1	# Claims 1
				# External	1	# Claims 1

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-7
U = L40653-6
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
7901 E RIVERSIDE DR
AUSTIN TRAVIS
TX 78744

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	12	6	0	3	0	0	1	1	1	0	0
PROFESSIONALS (2)	38	26	2	3	0	0	3	2	2	0	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	33	12	4	4	2	0	8	1	2	0	0
CRAFT WORKERS (SKILLED) (6)	14	11	0	2	0	0	0	0	1	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	97	55	6	12	2	0	12	4	6	0	0
PREVIOUS REPORT TOTAL (11)	115	67	6	19	2	0	10	4	7	0	0

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N



**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H000u1-7
U =
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS

8304 N MAIN
BAYTOWN HARRIS
TX 77520

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	5	3	0	2	0	0	0	0	0	0	0
PROFESSIONALS (2)	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	4	2	0	0	0	0	1	1	0	0	0
CRAFT WORKERS (SKILLED) (6)	47	30	5	7	2	0	2	0	1	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	56	35	5	9	2	0	3	1	1	0	0
PREVIOUS REPORT TOTAL (11)	55	33	7	9	2	0	2	1	1	0	0

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03

2 - N

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H00001-7
U = N18347-5
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

2.A. VERIZON COMMUNICATIONS

301 INDUSTRIAL BLVD

BRYAN BRAZOS

TX 77801

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE						FEMALE					
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)		
OFFICIALS AND MANAGERS (1)	12	12	0	0	0	0	0	0	0	0	0		
PROFESSIONALS (2)	5	2	0	0	0	0	3	0	0	0	0		
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0		
OFFICE AND CLERICAL (5)	9	2	0	0	0	0	6	1	0	0	0		
CRAFT WORKERS (SKILLED) (6)	84	62	7	14	0	1	0	0	0	0	0		
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0		
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0		
TOTAL (10)	110	78	7	14	0	1	9	1	0	0	0		
PREVIOUS REPORT TOTAL (11)	115	82	7	14	0	1	8	2	1	0	0		

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03

2 - N

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-/
U =
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION B - COMPANY
1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

2.A. VERIZON COMMUNICATIONS
1625 WALLACE DR
CARROLLTON DALLAS
TX 75006

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

B. EI = 232259884
C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	7	5	0	1	0	0	1	0	0	0	0
PROFESSIONALS (2)	11	5	0	0	0	0	6	0	0	0	0
TECHNICIANS (3)	1	1	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	8	1	0	0	0	0	6	1	0	0	0
CRAFT WORKERS (SKILLED) (6)	43	38	3	0	0	1	1	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	70	50	3	1	0	1	14	1	0	0	0

PREVIOUS REPORT TOTAL (11)

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

24

***** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT *****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-/
U =
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

2.A. VERIZON COMMUNICATIONS

2101 N DENTON DR
CARROLLTON DALLAS
TX 75006

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE						FEMALE					
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)		
OFFICIALS AND MANAGERS (1)	5	3	1	0	0	0	1	0	0	0	0		
PROFESSIONALS (2)	0	0	0	0	0	0	0	0	0	0	0		
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0		
OFFICE AND CLERICAL (5)	1	1	0	0	0	0	0	0	0	0	0		
CRAFT WORKERS (SKILLED) (6)	51	39	6	6	0	0	0	0	0	0	0		
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0		
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0		
TOTAL (10)	57	43	7	6	0	0	1	0	0	0	0		
PREVIOUS REPORT TOTAL (11)	64	49	7	6	0	1	1	0	0	0	0		

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03

2 - N

22

***** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT *****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-7
U =
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
651 CANYON DR
COPPELL DALLAS
TX 75019

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	24	8	0	2	0	0	10	1	3	0	0
PROFESSIONALS (2)	123	34	6	6	4	1	49	8	13	0	2
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	30	8	2	2	0	0	13	2	1	1	1
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	177	50	8	10	4	1	72	11	17	1	3
PREVIOUS REPORT TOTAL (11)	177	52	7	10	3	1	71	12	15	3	3

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

23

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H000u1-7
U =
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION

2.A. VERIZON COMMUNICATIONS
750 CANYON DR
COPPELL DALLAS
TX 75019

1 - TELECOMMUNICATIONS

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	152	63	3	5	5	0	56	13	5	2	0
PROFESSIONALS (2)	411	128	14	23	17	0	143	34	36	15	1
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	8	4	2	1	0	0	1	0	0	0	0
OFFICE AND CLERICAL (5)	131	18	4	2	1	3	63	25	8	5	2
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	702	213	23	31	23	3	263	72	49	22	3
PREVIOUS REPORT TOTAL (11)	593	193	19	21	19	1	216	67	36	20	1

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H000000-7

U =

SIC = 513310/4813

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

2.A. VERIZON COMMUNICATIONS

3622 N GARLAND AVE

DALLAS

TX 75040

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE						FEMALE					
		(B)	(C)	(D)	(E)	(F)		(G)	(H)	(I)	(J)	(K)	
OFFICIALS AND MANAGERS (1)	17	7	1	1	0	0		5	2	1	0	0	0
PROFESSIONALS (2)	6	2	1	0	0	0		2	1	0	0	0	0
TECHNICIANS (3)	0	0	0	0	0	0		0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0		0	0	0	0	0	0
OFFICE AND CLERICAL (5)	10	0	0	1	0	0		6	1	1	1	0	0
CRAFT WORKERS (SKILLED) (6)	141	17	15	4	0	1		47	43	12	1	1	1
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0		0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0		0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0		0	0	0	0	0	0
TOTAL (10)	174	26	17	6	0	1		60	47	14	2	1	1

PREVIOUS REPORT TOTAL (11)

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03

2 - N

25

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
9999 TECHNOLOGY BLVD
DALLAS DALLAS
TX 75220

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	24	5	6	1	2	0	5	5	0	0	0
PROFESSIONALS (2)	22	6	2	2	3	0	4	3	2	0	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	371	21	38	9	2	0	78	191	26	3	3
CRAFT WORKERS (SKILLED) (6)	1	1	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	418	33	46	12	7	0	87	199	28	3	3

PREVIOUS REPORT TOTAL (11) 454 51 15 2 2 99 214 29 3 3

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
2200 W AIRFIELD DR BOX 1529
DALLAS/FORTWORTH AIRPORT DALLAS
TX 75015
B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	63	39	1	3	0	0	17	2	1	0	0
PROFESSIONALS (2)	350	190	28	21	10	3	56	20	13	8	1
TECHNICIANS (3)	1	0	1	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	83	6	6	2	0	0	39	19	10	1	0
CRAFT WORKERS (SKILLED) (6)	70	40	4	3	6	0	11	5	1	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	567	275	40	29	16	3	123	46	25	9	1

PREVIOUS REPORT TOTAL (11)

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-/
U =
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
2200 W AIRFIELD DR BOX 6198
DALLAS/FORT WORTH AIRPORT TARRANT
TX 75261

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

B. EI = 232259884
C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE						FEMALE					
		(B)	(C)	(D)	(E)	(F)		(G)	(H)	(I)	(J)	(K)	
OFFICIALS AND MANAGERS (1)	244	112	4	11	5	0		97	4	8	2	1	
PROFESSIONALS (2)	586	213	18	18	16	1		252	31	10	24	3	
TECHNICIANS (3)	0	0	0	0	0	0		0	0	0	0	0	
SALES WORKERS (4)	6	2	0	0	0	0		4	0	0	0	0	
OFFICE AND CLERICAL (5)	107	14	3	3	0	0		66	8	10	2	1	
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0		0	0	0	0	0	
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0		0	0	0	0	0	
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0		0	0	0	0	0	
SERVICE WORKERS (9)	0	0	0	0	0	0		0	0	0	0	0	
TOTAL (10)	943	341	25	32	21	1		419	43	28	28	5	

PREVIOUS REPORT TOTAL (11) 740 286 22 21 18 0 316 36 19 20 2

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

CO = H00001-/
U = L40630-5
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

2.A. VERIZON COMMUNICATIONS

2740 S SERVICE RD
DALLAS/FORT WORTH AIRPORT TARRANT
TX 75261

B. EI = 232259884
C. Y

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE						FEMALE					
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)		
OFFICIALS AND MANAGERS (1)	11	6	1	1	0	0	1	2	0	0	0		
PROFESSIONALS (2)	1	0	0	0	1	0	0	0	0	0	0		
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0		
OFFICE AND CLERICAL (5)	65	4	2	1	0	0	25	26	5	1	1		
CRAFT WORKERS (SKILLED) (6)	38	15	10	5	0	0	3	4	1	0	0		
OPERATIVES (SEMI-SKILLED) (7)	18	1	0	0	2	0	9	5	1	0	0		
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0		
TOTAL (10)	133	26	13	7	3	0	38	37	7	1	1		

PREVIOUS REPORT TOTAL (11) 101 11 13 3 2 0 35 29 6 1 1 1

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

20

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-7
U = N18365-0
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

2.A. VERIZON COMMUNICATIONS

309 W OAK
DENTON DENTON
TX 76201

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	9	3	0	0	0	1	4	1	0	0	0
PROFESSIONALS (2)	12	3	1	1	0	0	7	0	0	0	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	47	4	2	0	1	0	33	4	2	1	0
OFFICE AND CLERICAL (5)	34	1	0	1	0	0	21	6	4	0	1
CRAFT WORKERS (SKILLED) (6)	14	10	0	1	0	0	1	2	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	116	21	3	3	1	1	66	13	6	1	1
PREVIOUS REPORT TOTAL (11)	124	28	2	4	1	0	67	14	7	0	1

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-/
U = N18353-1
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

2.A. VERIZON COMMUNICATIONS

3827 MORSE ST
DENTON DENTON
TX 76201

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	4	4	0	0	0	0	0	0	0	0	0
PROFESSIONALS (2)	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	5	3	0	0	0	0	2	0	0	0	0
CRAFT WORKERS (SKILLED) (6)	42	37	1	2	0	0	1	1	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	51	44	1	2	0	0	3	1	0	0	0
PREVIOUS REPORT TOTAL (11)	58	50	1	2	0	0	3	2	0	0	0

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

29

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-/
U = N18300-8
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
1824 N FIRST
GARLAND DALLAS
TX 75040
B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	5	4	0	0	0	0	0	0	1	0	0
PROFESSIONALS (2)	1	0	0	0	1	0	0	0	0	0	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	2	2	0	0	0	0	0	0	0	0	0
CRAFT WORKERS (SKILLED) (6)	64	49	3	12	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	72	55	3	12	1	0	0	0	1	0	0
PREVIOUS REPORT TOTAL (11)	77	61	3	11	1	0	0	0	1	0	0

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

CC
P3

***** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT *****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-/
U =
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS

1700 N AUSTIN
GEORGETOWN
TX 78626

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

B. EI = 232259884
C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE						FEMALE					
		(B)	(C)	(D)	(E)	(F)		(G)	(H)	(I)	(J)	(K)	
OFFICIALS AND MANAGERS (1)	7	6	0	1	0	0		0	0	0	0	0	0
PROFESSIONALS (2)	4	2	0	0	0	0		2	0	0	0	0	0
TECHNICIANS (3)	0	0	0	0	0	0		0	0	0	0	0	0
SALES WORKERS (4)	1	1	0	0	0	0		0	0	0	0	0	0
OFFICE AND CLERICAL (5)	8	2	0	0	0	0		4	0	2	0	0	0
CRAFT WORKERS (SKILLED) (6)	40	25	3	8	0	2		2	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0		0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0		0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0		0	0	0	0	0	0
TOTAL (10)	60	36	3	9	0	2		8	0	2	0	0	0
PREVIOUS REPORT TOTAL (11)	60	35	3	10	0	2		8	0	2	0	0	0

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03

2 - N

CO = H000U1-7
U = L40648-3
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

483

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

2.A. VERIZON COMMUNICATIONS
4055 CORPORATE DR BLDG C
GRAPEVINE TARRANT
TX 76051

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	59	32	0	5	4	1	13	2	2	0	0
PROFESSIONALS (2)	284	140	7	11	44	0	48	11	6	17	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	8	0	0	0	0	0	6	1	0	0	1
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	351	172	7	16	48	1	67	14	8	17	1
PREVIOUS REPORT TOTAL (11)	290	135	7	11	44	1	62	8	5	16	1

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03

2 - N

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H00001-7
U = L40639-5
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

499

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
4255 PATRIOT DR
GRAPEVINE DALLAS
TX 76051

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	18	11	1	0	0	0	5	1	0	0	0
PROFESSIONALS (2)	9	6	0	0	0	0	2	0	1	0	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	98	24	7	4	0	0	45	8	8	1	1
CRAFT WORKERS (SKILLED) (6)	21	16	2	1	0	0	2	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	17	6	1	0	0	1	8	1	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	163	63	11	5	0	1	62	10	9	1	1
PREVIOUS REPORT TOTAL (11)	134	72	11	3	1	2	34	5	4	1	1

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

CS
CS

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-7
U =
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS

6210 ROTHWAY

HOUSTON HARRIS

TX 77040

B. EI = 232259884

C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	16	10	0	0	0	1	5	0	0	0	0
PROFESSIONALS (2)	4	3	0	0	0	0	0	0	0	1	0
TECHNICIANS (3)	1	0	0	0	1	0	0	0	0	0	0
SALES WORKERS (4)	10	7	1	0	0	0	2	0	0	0	0
OFFICE AND CLERICAL (5)	6	2	0	0	0	0	4	0	0	0	0
CRAFT WORKERS (SKILLED) (6)	41	28	4	8	0	0	1	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	78	50	5	8	1	1	12	0	0	1	0

PREVIOUS REPORT TOTAL (11)

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03

2 - N

28

***** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT *****

CO = H00001,
U =
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

2.A. VERIZON COMMUNICATIONS
100 E ROYAL LN # 300
IRVING
TX 75039
B. EI = 232259884
C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	22	17	0	2	1	0	2	0	0	0	0
PROFESSIONALS (2)	63	34	3	3	11	1	9	0	0	2	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	1	0	0	0	0	0	0	0	1	0	0
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	86	51	3	5	12	1	11	0	1	2	0

PREVIOUS REPORT TOTAL (11)

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

62

***** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT *****

CO = H00001-/
U =
SIC = 513310/4813

SECTION B - COMPANY

I. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
1411 GREENWAY DR
IRVING DALLAS
TX 75038

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	19	7	1	1	1	0	4	2	0	3	0
PROFESSIONALS (2)	46	16	1	1	2	0	19	4	2	1	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	61	16	5	7	3	0	14	13	3	0	0
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	126	39	7	9	6	0	37	19	5	4	0

PREVIOUS REPORT TOTAL (11)

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N



**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H000001-7
U = N18367-7
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

435

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
3500 N BELTLINE RD
IRVING DALLAS
TX 75062

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

B. EI = 232259884
C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	9	3	1	1	0	0	3	0	0	1	0
PROFESSIONALS (2)	4	2	0	0	0	0	1	1	0	0	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	24	2	2	0	0	0	12	7	0	0	1
CRAFT WORKERS (SKILLED) (6)	35	31	2	0	0	0	2	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	72	38	5	1	0	0	18	8	0	1	1

PREVIOUS REPORT TOTAL (11) 150 81 10 5 1 0 0 40 9 2 1 1

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

CS
CS

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H00001-/
U =
SIC = 513310/4813

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

ESTABLISHMENT REPORT - TYPE 4

2.A. VERIZON COMMUNICATIONS

4500 FULLER DR
IRVING DALLAS
TX 75038

B. EI = 232259884
C. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE						FEMALE					
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)		
OFFICIALS AND MANAGERS (1)	8	1	0	0	0	0	7	0	0	0	0		
PROFESSIONALS (2)	24	11	2	1	0	0	7	3	0	0	0		
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS (4)	130	62	14	5	3	0	35	7	3	1	0		
OFFICE AND CLERICAL (5)	15	1	0	0	0	0	12	1	1	0	0		
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0		
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0		
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0		
TOTAL (10)	177	75	16	6	3	0	61	11	4	1	0		
PREVIOUS REPORT TOTAL (11)	188	76	17	4	1	0	69	15	4	2	0		

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03

2 - N

43

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-7
U = A51382-0
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
500 E CARPENTER FREEWAY
IRVING
TX 75062

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	101	61	2	4	8	1	18	5	2	0	0
PROFESSIONALS (2)	225	82	14	12	35	2	52	14	9	4	1
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	27	18	2	1	2	1	2	0	1	0	0
OFFICE AND CLERICAL (5)	150	9	6	5	1	0	72	30	23	3	1
CRAFT WORKERS (SKILLED) (6)	4	3	0	0	0	1	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	507	173	24	22	46	5	144	49	35	7	2

PREVIOUS REPORT TOTAL (11) 403 149 19 19 10 4 115 54 28 3 2

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H00001-7
U =
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

572

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
5221 N O'CONNOR BLVD
IRVING DALLAS
TX 75039

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	39	27	0	8	1	0	1	0	2	0	0
PROFESSIONALS (2)	52	19	0	11	4	0	9	0	7	2	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	8	0	0	0	0	0	4	1	3	0	0
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	99	46	0	19	5	0	14	1	12	2	0
PREVIOUS REPORT TOTAL (11)	141	66	2	14	9	0	28	2	17	3	0

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N



**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H00001-7
U =
SIC = 513310/4813

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
5601 EXECUTIVE DR BOX 16595
IRVING DALLAS
TX 75038

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	56	19	1	2	0	1	25	3	5	0	0
PROFESSIONALS (2)	94	34	3	5	3	0	36	4	4	5	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	155	43	19	13	1	0	29	36	9	4	1
OFFICE AND CLERICAL (5)	130	10	7	5	2	0	60	32	12	2	0
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	435	106	30	25	6	1	150	75	30	11	1

PREVIOUS REPORT TOTAL (11) 252 42 9 11 2 1 129 33 20 5 0

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H00001-7
U =
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

598

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS

5615 HIGH POINT DR
IRVING DALLAS
TX 75038

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

B. EI = 232259884
C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	117	55	9	2	0	0	45	3	1	2	0
PROFESSIONALS (2)	274	106	12	17	8	2	93	13	13	9	1
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	10	2	0	0	0	0	4	4	0	0	0
OFFICE AND CLERICAL (5)	166	26	8	9	1	0	58	41	17	6	0
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	567	189	29	28	9	2	200	61	31	17	1
PREVIOUS REPORT TOTAL (11)	592	189	36	24	4	2	223	66	32	16	0

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

CO = H00001-7
U =
SIC = 513310/4813

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION B - COMPANY
1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

2.A. VERIZON COMMUNICATIONS
600 HIDDEN RIDGE PO BOX 15;
IRVING DALLAS
TX 75038

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	350	205	13	10	3	3	105	2	7	2	0
PROFESSIONALS (2)	743	307	35	27	22	3	250	53	28	15	3
TECHNICIANS (3)	2	0	1	0	0	0	1	0	0	0	0
SALES WORKERS (4)	17	10	0	2	0	0	3	0	1	1	0
OFFICE AND CLERICAL (5)	117	4	2	0	2	0	84	16	7	2	0
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	1	0	0	1	0	0	0	0	0	0	0
TOTAL (10)	1230	526	51	40	27	6	443	71	43	20	3
PREVIOUS REPORT TOTAL (11)	873	349	23	22	15	2	371	53	22	15	1

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

CO = H00001-7
U =
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

650

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS
6665 N MACARTHUR
IRVING
TX 75039

B. EI = 232259884
C. Y

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	92	56	3	5	0	0	20	4	2	2	0
PROFESSIONALS (2)	278	82	11	8	5	0	130	24	12	4	2
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	21	1	1	0	0	0	14	4	1	0	0
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	391	139	15	13	5	0	164	32	15	6	2

PREVIOUS REPORT TOTAL (11) 216 89 10 5 0 0 87 15 7 3 0

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

66

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H00001-/
U =
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

651

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

2.A. VERIZON COMMUNICATIONS

6665 N MACARTHUR BLVD

IRVING DALLAS

TX 75039

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	20	7	0	1	4	0	8	0	0	0	0
PROFESSIONALS (2)	81	26	5	2	10	0	22	4	3	9	0
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL (5)	3	0	0	0	0	0	2	1	0	0	0
CRAFT WORKERS (SKILLED) (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	104	33	5	3	14	0	32	5	3	9	0
PREVIOUS REPORT TOTAL (11)	157	48	4	6	7	0	62	15	8	6	1

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03

2 - N

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

ESTABLISHMENT REPORT - TYPE 4

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-Y 3-Y DUNS NO. 884851197

SECTION E - ESTABLISHMENT INFORMATION
1 - TELECOMMUNICATIONS

SECTION B - COMPANY
1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

2.A. VERIZON COMMUNICATIONS
700 HIDDEN RIDGE RD
IRVING DALLAS
TX 75038

B. EI = 232259884
C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE						FEMALE					
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)		
OFFICIALS AND MANAGERS (1)	260	135	12	8	2	3	81	6	7	4	2		
PROFESSIONALS (2)	873	282	25	27	63	2	338	62	36	35	3		
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0		
SALES WORKERS (4)	0	0	0	0	0	0	0	0	0	0	0		
OFFICE AND CLERICAL (5)	61	1	1	0	0	0	40	15	4	0	0		
CRAFT WORKERS (SKILLED) (6)	5	4	0	0	0	1	0	0	0	0	0		
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0		
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0		
TOTAL (10)	1199	422	38	35	65	6	459	83	47	39	5		

PREVIOUS REPORT TOTAL (11) 992 37 20 49 3 381 71 40 37 4

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N



**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****

CO = H00001-7
U = X34518-7
SIC = 513310/4813

EQUAL EMPLOYMENT OPPORTUNITY
2003 EMPLOYER INFORMATION REPORT

701

ESTABLISHMENT REPORT - TYPE 4

SECTION B - COMPANY

1. VERIZON COMMUNICATIONS
1095 AVENUE OF THE AMERICAS
NEW YORK NEW YORK
NY 10036

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO. 884851197

2.A. VERIZON COMMUNICATIONS

7979 N BELTLINE RD
IRVING
TX 75063

SECTION E - ESTABLISHMENT INFORMATION

1 - TELECOMMUNICATIONS

B. EI = 232259884

C. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL	MALE					FEMALE				
		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
OFFICIALS AND MANAGERS (1)	71	32	1	1	3	0	24	7	1	2	0
PROFESSIONALS (2)	190	73	10	8	10	1	54	23	3	6	2
TECHNICIANS (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS (4)	31	17	2	0	0	0	7	4	1	0	0
OFFICE AND CLERICAL (5)	150	23	18	8	2	0	62	25	11	1	0
CRAFT WORKERS (SKILLED) (6)	67	51	6	8	0	0	2	0	0	0	0
OPERATIVES (SEMI-SKILLED) (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED) (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	509	196	37	25	15	1	149	59	16	9	2

PREVIOUS REPORT TOTAL (11) 272 90 22 10 6 0 94 38 5 4 3

* OTHER QUESTIONS *

1 - 09/27/03 THRU 10/04/03
2 - N

45 69

**** NOT FOR USE OR DISCLOSURE OUTSIDE THE VARIOUS COMPANIES EXCEPT UNDER WRITTEN AGREEMENT ****