



Control Number: 28691



Item Number: 195

Addendum StartPage: 0



www.pathwayz.com

Pathwayz Communications, Inc.
P. O. Box 19417
Amarillo, TX 79114

January 6, 2003

ATTN: Patrick Tyler
Public Utility Commission of Texas
P.O. Box 13326
1701 N. Congress Ave.
Austin, TX 78711-3326

Re: Project 28690 & 28691

Dear Mr. Tyler:

Pursuant to Projects 28690 and 28691, please find enclosed four (4) copies of our Small Utilities HUB Use Report and Workforce Diversity Report for 2003. This report has been filed to the best of my knowledge. I do not know the ownership of some of the businesses with which we do business due to lack of response from our annual survey.

Please accept this submission in fulfillment of our reporting requirements. If you have any questions, do not hesitate to contact me at the telephone numbers above or at kansley@pathwayz.com.

Sincerely,

Kevin C. Ansley
Controller

RECEIVED
PUBLIC UTILITY COMMISSION
FILMS CLERK
2004 JAN 15 AM 9:55

RECEIVED
2004 JAN 13 AM 11:00
PUB. UTIL. DIVISION
LEGAL DIVISION

195

WORKFORCE AND SUPPLIER DIVERSITY FORM **WORKFORCE DIVERSITY**

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			
Officials and Managers	3	3	0	3										
Professionals	4	1	3	1	2			1						
Technicians	1	1	0	1										
Sales Workers	0	0	0											
Office and Clerical	6	0	6		4			2						
Craft Workers (Skilled)	0	0	0											
Operatives (Semi-skilled)	0	0	0											
Laborers (Unskilled)	0	0	0											
Service Workers	0	0	0											
Previous Year Totals	12	5	7	4	5	1		2						
	14	5	9	5	6	0	0	3	0	0	0	0	0	0

NOTE: Double-click on embedded Excel chart to open. Click on a cell or use arrow keys to select an occupational category and ethnic group to update workforce diversity numbers. Do not enter information in Combined Total and Company Totals columns or the This Year Totals row as these will update automatically. Cells left blank will be counted as zero. Click anywhere outside of chart to exit.

WORKFORCE AND SUPPLIER DIVERSITY FORM
HUB & SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT

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)	31.4741%	0.0000%	-100.00%
Commodities Contracts (2)	0.0000%	2.9853%	%
Other Services (3)	79.9391%	0.0000%	-100.00%
Professional Services Contracts (4)	0.0000%	0.9505%	%
Major Equipment (5)	0.0000%	0.2432%	%
Other (7)	0.0000%	0.0000%	%

(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.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

- (1) Describe the specific initiatives, programs, and activities undertaken under the plan during the preceding year:**

Pathwayz Communications, Inc. supports diversity in the workplace. With only 14 full-time employees, no formal program was implemented. We use the Texas Workforce Center to find applicants for our customer service positions. It is our understanding that they ensure that minority candidates are aware of our openings.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

- (2) Make an assessment of the success of each of the specific initiatives, programs, and activities listed above:**

Not Applicable

- (3) 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:**

It is our management plan to interview at least one minority candidate for each position if possible. We will continue to work to identify underutilized vendors for future projects and expenditures.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

(4) State the specific progress made under the plan filed by the utility:

Our workforce is 21% minority and 64% female.