



Control Number: 28691



Item Number: 93

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December 30, 2003

Public Utility Commission of Texas  
Central Records  
1701 N. Congress Avenue  
Austin, Texas 78701

Re: Project #28691 Workforce Diversity Report for 2003

Pursuant Texas PUC Subst. R. § 26.85, Westel, Inc. is filing an original and four copies of Westel's Workforce Diversity Report. Please do not hesitate to contact me if you have questions or need further information regarding this matter.

2003 DEC 30 PM 4:01  
PUBLIC UTILITY COMMISSION  
FILING CLERK

Sincerely,

A handwritten signature in black ink that reads "Nick Tondre".

Nick Tondre  
Senior Vice President  
Westel, Inc.

Cc: The Honorable Rick Perry, Governor of Texas  
Lt. Governor David Dewhurst, Capitol Station  
The Honorable Tom Craddick, Speaker of the Texas House of Representatives  
The Honorable Joe Deshotel, The House Legislative Black Caucus  
The Honorable Juan (Chuy) Hinojosa, the Texas Senate Hispanic Caucus  
The Honorable Pet Gallego, The House Mexican American Legislative Caucus

2003  
**WORKFORCE AND SUPPLIER DIVERSITY FORM**  
**WORKFORCE DIVERSITY**

PROJECT 28691

Occupational Categories	NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR													
	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	0	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	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	13	9	4	4	4	1	1	4	2	0	0	0	0	0
Office and Clerical	72	25	47	18	24	2	3	4	18	1	2	0	0	0
Craft Workers (Skilled)	0	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	0
Laborers (Unskilled)	0	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	0
<b>Previous Year Totals</b>	88	34	54	19	26	6	4	8	22	1	2	0	0	0
<b>This Year Totals</b>	85	34	51	22	25	3	4	8	20	1	2	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)	STATUS	UNKNOWN	
Commodities Contracts (2)	STATUS	UNKNOWN	
Other Services (3)	STATUS	UNKNOWN	
Professional Services Contracts (4)	STATUS	UNKNOWN	
Major Equipment (5)	STATUS	UNKNOWN	
Other (7)	STATUS	UNKNOWN	

- (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:**

Insert text here

Our company is small and our wages are not competitive. Therefore, Westel tries to hire the most qualified persons for each job regardless of the diversity.

**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:**

Insert text here

N/A

- (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:**

Insert text here

Westel will stick to its policy to hire the most qualified persons for each of our jobs.

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

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

Insert text here

N/A