



Control Number: 30238



Item Number: 667

Addendum StartPage: 0

299

GLOBAL CROSSING 2008 WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY
Docket Nos. 30238 and 30240

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	8	6	2	5	1	0	0	1	1	0	0	0	0	
Professionals	4	3	1	3	1	0	0	0	0	0	0	0	0	
Technicians	12	11	1	9	1	1	0	1	0	0	0	0	0	
Sales Workers	17	14	3	12	1	1	0	1	2	0	0	0	0	
Office and Clerical	2	1	1	1	1	0	0	0	0	0	0	0	0	
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	0	0	0											
	43	35	8	30	5	2	0	3	3	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.

10:31 PM 6/2/2004

**GLOBAL CROSSING
WORKFORCE AND SUPPLIER DIVERSITY FORM
HUB/SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT**

Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement	Actual % for Previous FY	Actual % for Current FY	Percentage Change
Construction Contracts (3)			%
Commodities Contracts (4)			%
Other Services (5)			%
Professional Services Contracts (6)			%
Major Equipment (7)			%
Other (8)	0.8400%	0.970%	15.48%

(1) **HUB** -- Pursuant to Texas Government Code § 481.191(4), HUB means: (A) a corporation formed for the purpose of making a profit in which at least 51 percent of all classes of the shares of stock or other equitable securities is owned by one or more persons who are members of certain groups, including black Americans, Hispanic Americans, women, Asian Pacific Americans, and American Indians; (B) a sole proprietorship formed for the purpose of making a profit that is 100 percent owned, operated, and controlled by a person described by Paragraph (A) of this subdivision; (C) a partnership formed for the purpose of making a profit in which 51 percent of the assets and interest in the partnership is owned by one or more persons described by Paragraph (A) of this subdivision. Those persons must have proportionate interest and demonstrate active participation in the control, operation, and management of the partnership's affairs; or (D) a joint venture in which each entity in the joint venture is a historically underutilized business under this subdivision.

(2) **Small Business** -- Pursuant to Texas Government Code § 481.191(6), Small Business means a corporation, partnership, sole proprietorship, or other legal entity that: (A) is domiciled in this state; (B) is formed to make a profit; (C) is independently owned and operated; and (D) employs fewer than 100 full-time employees.

(3) **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.

(4) **Commodities** -- All materials, goods or tangibles purchased to conduct business, not including fuel or purchased power contracts and major equipment purchases and rentals.

(5) **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.

(6) **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.

(7) **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.

(8) **Other** -- Any commodity or service not covered by the above categories.

**GLOBAL CROSSING
WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Global Crossing has continued to support initiatives targeted to increase workforce and supplier diversity. Our corporate website includes the following information on our commitment to diversity:

Diversity Statement

ONE WORLD. ONE NETWORK. ONE DIVERSE COMPANY.

Global Crossing touches every corner of the world, so diversity is an integral part of our corporate culture. We know great ideas that can benefit everyone, can come from anyone. Every enterprise, industry and nation is stronger when diversity is appreciated and encouraged. Workforce diversity, community development, and partner diversity are major strategic initiatives for us. Our commitment to these values means a strong representation of individuals with varied backgrounds, traits, life experiences, and perspectives. Most importantly, we celebrate who we are and demonstrate a zero-tolerance policy prohibiting unlawful discrimination of any sort. We have also instituted company-wide domestic partner benefits.

**GLOBAL CROSSING
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:**

Global Crossing has maintained policies to encourage diversity within its workforce and for its selection of suppliers. Employee information programs have focused on the development and appreciation of the multicultural diversity of the company's worldwide workforce. During 2008, the company continued its initiatives to encourage supplier diversity. Global Crossing continued to require mandatory training programs in corporate ethics and ensuring a harassment-free workplace which include topics relating to diversity.

- (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:**

Global Crossing will continue to pursue the development of a diverse multicultural workforce. Internal Intranet and external Internet websites will continue to be utilized to inform and educate employees, suppliers, and customers about our diversity programs.

The Global Crossing Supplier Diversity Initiative provides equal opportunity to large and small Minority Business Enterprises ("MBE"), Women-Owned Business Enterprises ("WBE"), Service Veteran Disabled ("SVD") and Hub Zones business enterprises (all collectively recognized as "Diversity Suppliers") to bid on and to participate in the performance of contracts to provide goods and services to Global Crossing. All MBE, WBE, SVD and Hub Zone business enterprises are required to be at least 51% owned, controlled and operated by either minorities, women, service veteran disabled or hub zone individuals. Companies that do business with Global Crossing in the United States are asked to participate in this Supplier Diversity initiative by virtue of their own status as a Diversity Supplier (Tier I) or, through their relationships with prime suppliers (Tier II).

**GLOBAL CROSSING
WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Global Crossing continues to make progress in its development of a diverse workforce and in the creation of business opportunities for all types of suppliers. We are proud of our progress in this area and look forward to making additional improvements during 2009.