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**WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY REPORT as of 12/18/2008**

**Windstream Communications Southwest, Windstream Communications Kerrville, LLC, Texas Windstream and Windstream Sugar Land, Inc.
Project 30240**

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	36	35	1	31	1	1	0	2	0	0	0	1	0
Professionals	34	29	5	25	5	1	0	3	0	0	0	0	0
Technicians	155	146	9	118	8	10	1	16	0	0	0	2	0
Sales Workers	31	6	25	5	18	0	2	1	5	0	0	0	0
Office and Clerical	25	2	23	1	20	0	1	1	2	0	0	0	0
Craft Workers (Skilled)	206	206	0	180	0	9	0	12	0	1	0	4	0
Operatives (Semi-skilled)	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	4	4	0	4	0	0	0	0	0	0	0	0	0
Previous Year Totals	485	407	78	341	66	23	1	35	11	1	0	7	0
This Year Totals	491	428	63	364	52	21	4	35	7	1	0	7	0

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WORKFORCE AND SUPPLIER DIVERSITY FORM
HUB/SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT
Project 30240

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)	39.9700%	38.1200%	-4.63%
Commodities Contracts (4)	16.7000%	13.3900%	-19.82%
Other Services (5)	4.8000%	3.1900%	-33.54%
Professional Services Contracts (6)	9.5400%	14.3600%	50.52%
Major Equipment (7)	4.4700%	5.2300%	17.00%
Other (8)	2.8600%	2.8100%	-1.75%

(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.

WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES
Project 30240

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

- Supplier Diversity initiative program was implemented and all management employees have been trained on the initiative
- Procurement has included Supplier Diversity language in contract templates
- An external vendor supplier diversity website was established allowing vendors to submit for bidding opportunities
- Vice President of Procurement is actively involved with the Arkansas Mississippi Minority Supplier Development Council (AMMSDC) Board
- Vice President of Procurement holds a board position on the Women's Business Council Southwest (WBCS) and is Chair of the Regional Leadership Forum for the council
- Succession planning continued to provide Windstream with an avenue to effectively and consistently identify qualified candidates for key positions without regard to race, color, religion, sex, age, national origin or disability
- Windstream engaged in an outreach initiative to communicate information about Windstream to colleges and college organizations that traditionally serve minority groups and promote diversity
- Windstream utilized a service that sends job openings to websites that target minority groups
- Windstream has a training and development website dedicated to employers and managers, which helps employees gain the training and skills they need to succeed

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

- Procurement requires one of three bids to be with a MWDVBE
- Website has expanded vendor listing of available qualified MWDVBE vendors
- Vice President involvement in the AMMSDC and WBCS has enhanced exposure to qualified MWDVBE Vendors
- Windstream continues to use Succession Planning to identify females and minorities for senior management positions.
- After its outreach initiative to the colleges and college organizations described above, individuals made inquiries to Windstream about employment opportunities

WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES
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(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:

- Windstream will continue to look for qualified MWDVBE suppliers to procure products and services and will encourage the use of such suppliers
- Windstream will continue to encourage subcontracting through MWDVBE suppliers
- Vice President of Procurement was elected chair of AMMSDC beginning in 2009 (for a two-year term)
- Vice President of Procurement will be on the board of WBCS
- Windstream will continue to enhance exposure and opportunities to meet qualified suppliers and grow WBE and MBE in the Southwest thorough active involvement with local chapters of WBCS and AMMSDC
- Windstream will continue to use internal database and third party audit services to track, review and audit Hubzone and MWDVBE
- Windstream will use its Diversity Hiring Report, which outlines strengths and weaknesses in utilization of labor across population demographics (internal EEO-1 of sorts)
- Windstream will continue its affirmative action recruiting strategies, will share its diversity recruiting program with field locations, continue to use succession planning to identify minority and female candidates for potential senior management positions, and continue its work-related training
- Diversity and its importance will be emphasized to senior management

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

- Windstream has worked with a third party to develop a database to capture and better track small disadvantaged business and women owned business
- Vice President involvement with women and minority councils has resulted in direct exposure to local MWDVBE
- Employee Relations or Procurement is available to help locate local women and minority groups for either recruiting sources or activities to promote community/supplier diversity awareness