

Control Number: 30240



Item Number: 1088

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South Plains Telephone Co.  
WORKFORCE AND SUPPLIER DIVERSITY FORM  
WORKFORCE DIVERSITY

30240

2009 DEC 23 11:10:11  
Occupational Categories

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	7	5	2	4	2			1					
Professionals	3	2	1	2	1								
Technicians	2	2	0	2									
Sales Workers	0	0	0										
Office and Clerical	9	0	9	0	5				4				
Craft Workers (Skilled)	5	5	0	4	0	1							
Operatives (Semi-skilled)	2	1	1	1	1								
Laborers (Unskilled)	0	0	0										
Service Workers	9	9	0	9									
Previous Year Totals		36	23	13	20	9	1	0	2	4	0	0	0
This Year Totals		37	24	13	22	9	1	0	1	4	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**

<b>Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement</b>	<b>Actual % for Previous FY</b>	<b>Actual % for Current FY</b>	<b>Percentage Change</b>
Construction Contracts (3)	0.0000%	0.0000%	<b>0.00%</b>
Commodities Contracts (4)	0.0000%	0.0000%	<b>0.00%</b>
Other Services (5)	43.0000%	23.0000%	<b>&lt;20&gt;%</b>
Professional Services Contracts (6)	20.0000%	25.0000%	<b>5.00%</b>
Major Equipment (7)	23.0000%	39.0000%	<b>16.00%</b>
Other (8)	0.0000%	11.0000%	<b>11.00%</b>

(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**

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

A. Employ a diverse workforce emphasizing local community employment. Initiatives related to this objective are listed below:

1. Continue the current hiring practices that have been very successful in achieving work force diversity.

2. Identify local organizations with minority membership emphasis and communicate through these organizations employment opportunities with the Cooperative.

3. Identify local organizations with female membership emphasis and communicate through these organizations employment opportunities with the Cooperative.

4. Provide workforce diversity related employee training.

5. Offer available work-related training to employees.

6. Offer available advancement opportunities to employees.

B. Utilize historically underutilized businesses (HUBs) in the procurement of goods and services, emphasizing local community service providers. Initiatives related to this objective are listed below.

1. Identify local organizations with minority business membership emphasis and participate or communicate through these local organizations business opportunities with the Cooperative.

2. Identify local organizations with female-owned business membership emphasis and participate or communicate through these local organizations business opportunities with the Cooperative.

3. Post contracting opportunities with local community media.

C. Utilize small businesses other than HUB small businesses in the procurement of goods and services. Initiatives related to this objective are listed below.

1. Identify local organizations with small business membership emphasis and participate or communicate business opportunities available with the Cooperative.

2. Post contracting opportunities with local community media.

**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:**

South Plains is proud of its record to enhance the diversity of our workforce and the utilization of small and historically underutilized businesses where available and when appropriate in the communities we serve.

South Plains, as a small, rural telephone company, must recognize our fiduciary duty and responsibility to our members to make good, sound economic policy decisions as well as our community responsibility to purchase goods and services within our own communities when possible and employ a workforce that corresponds to the diversity of those we serve.

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

The workforce diversity report for year-end 2008 reflects the results of the efforts and the focus of the South Plains Telephone Cooperative's (SPTC) plan to enhance the workforce diversity. The total number of employees increased by one (1) from the previous year. The 2008 quantity of minority employees was decreased by one (1) from 2007.

South Plains Telephone Cooperative, Inc. continues to focus on developing relationships with suppliers and professional services providers that are small, and historically underutilized businesses operating in our community. We continue to operate under the philosophy of making good, sound, economic decisions as well as our community responsibility to purchase goods and services within our communities, when possible.

South Plains Telephone Cooperative continues to perform our construction projects with in-house employees. However, this year, SPTC did increase from 2007 purchases in the areas of other, professional services and major equipment. The activities decreased in the other services area.

Public Utility Commission of Texas  
Attn: Filing Clerk  
1701 N. Congress Avenue  
Austin, Texas 78701-1494  
The Honorable Rick Perry  
Governor's Office  
P. O. Box 12428  
Austin, TX 78711-2428

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

Lt. Governor's Office  
P. O. Box 12068  
Austin, TX 78711-2068

Speaker's Office  
Texas House of Representatives  
P. O. Box 2910  
Austin, TX 78768-2910

The Texas Senate Hispanic Caucus  
P. O. Box 12068 Capital 3S.3  
Austin, TX 78711-2068

Mexican American Legislative Lead FDN  
1005 Congress Ave, Ste 1020  
Austin, TX 78701-2689

TX House Legislative Black Caucus  
603 West 13<sup>th</sup> St, #1A-171  
Austin, TX 78701-1796

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FEDERAL COMMUNICATIONS COMMISSION  
Washington, DC 20554

Approved by OMB

3080-0076

Est. time per response:  
1 hour

## COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

## SECTION I - General Information

1. Name and Mailing Address of Respondent  
South Plains Telephone Cooperative, Inc.  
PO Box 1379  
Lubbock, Texas 79408-1379☐ Check here if this  
is a change of  
address.2. Year Report Filed  
20083. Reporting Period (Ending Date of Pay  
Period Covered by Report)  
3/31/084. Number of Full-Time Employees during Selected  
Reporting Period (check one):  
a. ☐ Fewer than 16 (complete Sections I, IV, and V only)  
b. ☒ 16 or more (complete all sections)

## SECTION II - Full-Time Employees.

Job Categories	Number of Employees (Report employees in only one category)																Total Columns A - N
	Hispanic or Latino		Not-Hispanic or Latino										Total				
			Race/Ethnicity														
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races			
Executive/Senior Level Officials and Managers	1.1		1														1
First/Mid-Level Officials and Managers	1.2	1	3														5
Professionals	2		1														1
Technicians	3		4														4
Sales Workers	4																0
Administrative Support Workers	5	4	1														13
Craft Workers	6		3	1													4
Operatives	7		7														7
Laborers and Helpers	8																0
Service Workers	9		1														1
TOTAL	10	1	4	21	1	0	0	0	0	0	0	0	0	0	0	0	36
PREVIOUS YEAR TOTAL	11	3	3	20	1					9							36

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Revised December 2007

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**SECTION III - Part-Time Employees.**

ELECTION INFORMATION - Full-time Employees																
Job Categories		Number of Employees (Report employees in only one category)														
		Race/Ethnicity														
		Hispanic or Latino		Not-Hispanic or Latino												Total Columns A - N
				Male						Female						
		Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Executive/Senior Level Officials and Managers		1.1														0
First/Mid-Level Officials and Managers		1.2														0
Professionals		2														0
Technicians		3		1												1
Sales Workers		4														0
Administrative Support Workers		5								1						1
Craft Workers		6														0
Operatives		7	1													8
Laborers and Helpers		8														0
Service Workers		9														0
TOTAL		10	1	0	1	0	0	0	0	1	0	0	0	0	0	3
PREVIOUS YEAR TOTAL		11			1					1						2

**SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.**

☒

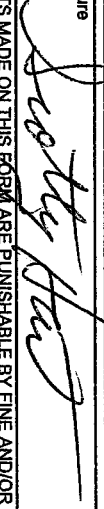
This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.

☐

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 involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.

**SECTION V - Certification**

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date	Typed or Printed Name of Person Signing	Signature	Telephone No.
4/10/2008	Scotty Hart		(806) 763-2301
Title of Person Signing		WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).	
CEO/General Manager			

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