



Control Number: 30240



Item Number: 1157

Addendum StartPage: 0



2008 DEC 31 11:10:05  
Filing Clerk

December 29, 2008

Public Utility Commission of Texas  
ATTN: Ms. Anne Bowen, Filing Clerk  
1701 North Congress Avenue  
P. O. Box 13326  
Austin, TX 78701

RE: Project 30240 – Workforce Diversity for Comanche County Telephone Co., Inc.

Dear Ms. Bowen:

Pursuant to §26.85(e), enclosed for filing are four (4) copies of the Annual Progress Report on the implementation of the Five-Year Plan to Enhance Supplier and Workforce Diversity. This filing is being made in Project 30240 as advised by PUC's Central Records Clerk.

Consistent with the requirements of the approved rule, copies of this report are also being provided to:

- (1) The Governor;
- (2) Lieutenant Governor;
- (3) Speaker of the House;
- (4) The House Legislative Black Caucus;
- (5) Texas Legislative Black Caucus;
- (6) Texas Senate Hispanic Caucus;
- (7) Mexican-American Legislative Caucus;

We have included an extra copy of the transmittal letter and request that you please file-date stamp this copy and return to us for our files. If you have any questions concerning this report, please contact Deborah Beck at 254/893-2003.

Very truly yours,

A handwritten signature in cursive script, appearing to read 'Toney Prather', with a long horizontal flourish extending to the right.

TONY PRATHER  
President

TP/db  
Encs.

12/29/08

PUC/Workforce Diversity Report

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cc (w/Enc.): The Office of the Governor  
The Office of the Lt. Governor  
The Speaker's Office  
The House Legislative Black Caucus  
The Texas Legislative Black Caucus  
The Texas Senate Hispanic Caucus  
Mexican American Legislative Caucus

FCC 395

FEDERAL COMMUNICATIONS COMMISSION  
Washington, DC 20554

RECEIVED - FCC

MAY 20 2008

Approved by OMB

3060-0076

Est. time per response:  
1 hour

## COMMON CARRIER ANNUAL EMPLOYMENT REPORT

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

Federal Communications Commission  
Bureau / Office

## SECTION I - General Information

1. Name and Mailing Address of Respondent

Comanche County Telephone Co., Inc.  
P. O. Box 290  
DeLeon, TX 76444☐ Check here if this  
is a change of  
address.

2. Year Report Filed

2008

3. Reporting Period (Ending Date of Pay  
Period Covered by Report)  
03/31/20084. 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)														
		Race/Ethnicity														
		Not-Hispanic or Latino														
		Male													Total Columns A - N	
Hispanic or Latino		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			
Executive/Senior Level Officials and Managers	1.1	3	.					1						4		
First/Mid-Level Officials and Managers	1.2													0		
Professionals	2													0		
Technicians	3		3					1						4		
Sales Workers	4	1	2					1						4		
Administrative Support Workers	5		3					9						12		
Craft Workers	6		6											6		
Operatives	7													0		
Laborers and Helpers	8	1	5											6		
Service Workers	9													0		
TOTAL	10	0	2	22	0	0	0	12	0	0	0	0	0	36		
PREVIOUS YEAR TOTAL	11	1	2	21				12						36		

## SECTION III - Part-Time Employees.

**Number of Employees**  
(Report employees in only one category)  
Race/Ethnicity

Job Categories															Number of Employees (Report employees in only one category)
Race/Ethnicity															Total Columns A - N
Hispanic or Latino		Not-Hispanic or Latino													
		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												0	
Sales Workers		4												1 0	
Administrative Support Workers		5	1	1				1						3	
Craft Workers		6												0	
Operatives		7												0	
Laborers and Helpers		8		1				1						2	
Service Workers		9												0	
TOTAL		10	0	1	2	0	0	2	0	0	0	0	0	5	
PREVIOUS YEAR TOTAL		11		2				4						6	


## 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	5/14/2008	Typed or Printed Name of Person Signing	Toney Prather	Signature		Telephone No	(254) 893-2003
Title of Person Signing	President	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)					

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# **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)	.00	.00	.00 %
Commodities Contracts (4)	5.37	2.58	-2.79 %
Other Services (5)	.37	.44	.07 %
Professional Services Contracts (6)	25.45	18.50	6.95 %
Major Equipment (7)	.00	.00	.00 %
Other (8)	.00	.00	.00 %

(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:**

Comanche County Telephone Co., Inc. will continue to increase spending with small local and minority owned businesses.

**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:**

Comanche County Telephone Co., Inc. continues to utilize HUB vendors when available and appropriate.

- (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:**

- Comanche County Telephone Co., Inc. will continue with its present progress.



**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

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

Again, Comanche County Telephone Co., Inc. will utilize HUB vendors whenever available and appropriate.