



Control Number: 30240



Item Number: 1206

Addendum StartPage: 0

**CENTRAL TEXAS TELEPHONE COOPERATIVE INC. - 2008
WORKFORCE AND SUPPLIER DIVERSITY FORM
PUC Project No. 30240**

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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)	0.009	0.034	0.025
Commodities Contracts (2)	0.030	10.122	10.092
Other Services (3)	0.003	0.056	0.053
Professional Services Contracts (4)	0.122	0.996	0.874
Major Equipment (5)	0.202	0.453	0.251
Other			

(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) **Other 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.

1206

Five-Year Plan to Enhance Workforce Diversity

CENTRAL TEXAS TELEPHONE COOPERATIVE, INC

PURA Sec. 52.256

January 1, 2009

The following plan is filed to comply with the requirements of the Public Utility Regulatory Act Section 52.256(b) and the Public Utility Commission Project No. 21170 – Compliance Proceeding for Telecommunications Utilities’ Five-Year Plan to Enhance Diversity of its Workforce and Increase Opportunities for Small and Historically Underutilized Businesses. Central Texas Telephone Cooperative, Inc. recognizes the benefits to our customers, our community and our company of having diversity in the workforce and of increasing the amount of business the Company does with small and historically underutilized businesses operating in our community. Central Texas Telephone Cooperative, Inc. is proud of its record to enhance the diversity of our workforce. Over the past several years and given the extent possible in our community, we have seen what we consider to be improved statistics in our workforce numbers and progress in the amount of business Central Texas Telephone Cooperative, Inc. does with small and historically underutilized businesses in our community.

As citizens living and as a business operating within the communities we serve, the management and employees of Central Texas Telephone Cooperative, Inc. continue to seek opportunity to make progress in the areas of diversifying the workforce and utilizing the products and services of small and historically underutilized businesses. However, our commitment to employing and purchasing within the communities we serve when and where possible far outweighs attempting to achieve an improved statistical number in these areas just for reporting purposes.

As a small company, we have and must recognize a fiduciary duty and responsibility to our customers to make good, sound economic policy decisions as well as our community responsibility to purchase goods and services within our own communities when possible. By the very nature of the service area we serve, we are sometimes limited in the local availability of certain equipment and products and must go outside our communities for these mandatory purchases. Therefore, when possible, Central Texas Telephone Cooperative, Inc. contracts with local businesses to provide the goods and services that are available in our communities.

The following report illustrates where we are, and the plans we have to continue the effort to achieve a better company that has an even more diverse workforce and does even more business with small and underutilized business in our community.

Five-Year Plan to Enhance Workforce Diversity

CENTRAL TEXAS TELEPHONE COOPERATIVE, INC.

(continued)

PURA Sec. 52.256

January 1, 2009

I. Performance with regard to workforce diversity and contracting with small and historically underutilized businesses.

Exhibit I illustrates the current status of Central Texas Telephone Cooperative, Inc.'s workforce diversity. Exhibit 2 outlines the procurement amounts expended with businesses meeting the definition or certified by the state as historically underutilized businesses (HUB's) and businesses that are non-HUB businesses but meet the definition of small business as defined in the Texas Government Code.

II. Initiatives that will be pursued over the next five years.

The Company has identified the following goals or initiatives to reflect its objectives in the areas of employment, procurement and business activities.

- A. Increase the Diversity of Central Texas Telephone Cooperative, Inc. Workforce over each of the next 5 years.
- B. Increase the Amount and Percentage of Total Procurement with HUB's over each of the next 5 years.

III. List of programs and activities to achieve the initiatives.

- A. Utilize the Exhibit 1 and 2 reports as benchmarks to chart progress towards achieving these goals.
- B. Continue to post job opportunities with community media that target minority communities.
- C. Continue to post contract opportunities with community media that target HUB's.
- D. Continue to post job opportunities with universities and colleges in the community that target minority students.

IV. List of business partnership initiatives undertaken to facilitate small and historically underutilized business entry into the telecommunications market.

At this time, Central Texas Telephone Cooperative, Inc. is not engaged in any business partnership or joint ventures. Initiatives in this area will be

taken under consideration by the management and Board. If no conflict with existing company policy provisions exists, Central Texas Telephone Cooperative, Inc. may seek to incorporate this issue into its business plans.

CO=BR45997
U=BR45997

**EQUAL EMPLOYMENT OPPORTUNITY
2008 EMPLOYER INFORMATION REPORT
HEADQUARTERS REPORT - TYPE 3**

SECTION B - COMPANY IDENTIFICATION

1 CENTRAL TEXAS TELEPHONE COOPERATIVE, INC
PO BOX 627
1012 REILLY ST
GOLDTHWAITE, TX 76844

2.a. CENTRAL TEXAS TELEPHONE COOPERATIVE, INC.
PO BOX 627
1012 REILLY ST
GOLDTHWAITE, TX 76844
MILLS COUNTY

c. Y

SECTION C - TEST FOR FILING REQ.

1-Y 2-Y 3-N DUNS NO.:

SECTION E - ESTABLISHMENT INFO.

NAICS: 517110 Wired Telecommunications Carriers

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	NUMBER OF EMPLOYEES															
	Race/Ethnicity															
	Hispanic Or Latino		Not-Hispanic Or Latino													OVERALL TOTALS
	MALE	FEMALE	MALE						FEMALE							
WHITE			BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES			
Executive/Senior Level Officials and Managers	0	0	3	0	0	0	0	0	2	0	0	0	0	0	0	5
First/Mid-Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	1	0	0	0	0	0	0	0	5	0	0	0	0	0	0	6
Technicians	1	0	15	0	0	0	0	0	0	0	0	0	0	0	0	16
Sales Workers	0	2	0	0	0	0	0	0	10	0	0	0	0	0	0	12
Administrative Support Workers	0	0	2	0	0	0	0	0	11	0	0	0	0	0	0	13
Craft Workers	3	0	16	0	0	0	0	0	0	0	0	0	0	0	0	19
Operatives	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
TOTAL	6	3	37	0	0	0	0	0	28	0	0	0	0	0	0	74
Total employment reported in previous EEO-1 report	5	4	37	0	0	0	0	0	25	0	0	0	0	0	0	71

SECTION F - REMARKS

SMALL UTILITIES HUB USE REPORT (purchases outside Texas)
 Utility: Central Texas Telephone Cooperative, Inc.

Project No. 30238

MBE Procurement	Construction		Commodities		Other Services		Professional		Major Equipment		Other		Total HUB	
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
African American Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
African American Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total African American	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian American Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian American Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Asian American	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic American Male	0	3,510	0	0	0	0	0	0	0	0	0	0	0	3,510
Hispanic American Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Hispanic American	0	3,510	0	0	0	0	0	0	0	0	0	0	0	3,510
Native American Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Native American Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Native American	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MBE Total	0	3,510	0	0	0	0	0	0	0	0	0	0	0	3,510
WBE Total	0	0	0	65,081	0	17,236	0	82,317	0	0	0	0	0	82,317
Total MBE & WBE Procurement	0	3,510	0	65,081	0	17,236	0	85,827	0	0	0	0	0	85,827
Total Unknown Status Procurement (1)	47,585	1,835,941	1,803	126,430	72,530	2,084,289	0	0	0	0	0	0	0	2,084,289
Total Non-Fuel Procurement (2)	47,585	1,839,451	1,803	191,511	89,766	2,170,116	0	0	0	0	0	0	0	2,170,116
Total Fuel and Purchased Power Procurement (electric only)													0	
Total Non-Fuel, Fuel, and Purchased Power Procurement													2,170,116	

(1) Vendors for whom HUB status is not directly known.
 (2) Expenditures for goods and services from vendors not including wages, benefits, and other non-negotiable goods and services such as taxes and postage. Includes MBE/WBE and Unknown Procurement.

Reporting Period: 10/01/07 - 9/30/08
 Address: PO Box 627
 City: Goldthwaite

Reporting Date: 12/22/08
 Contact person: Kim Smith

State: TX Zip: 76844
 Phone: 325-648-2237 Fax: 325-938-5200

To be filed by a utility which has more than 1,000 customers in a state other than Texas, or which purchases more than 10% of its goods and services from vendors not located in Texas

SMALL UTILITIES HUB USE REPORT (Texas purchases)
 Utility: Central Texas Telephone Cooperative, Inc.

Project No. 30238

MBE Procurement	Construction Expenditures	Commodities Expenditures	Other Services Expenditures	Professional Expenditures	Major Equipment Expenditures	Other Expenditures	Total HUB Expenditures
African American Male	0	0	0	0	3,608	0	3,608
African American Female	0	0	0	0	0	0	0
Total African American	0	0	0	0	3,608	0	3,608
Asian American Male	0	0	0	0	2,136	0	0
Asian American Female	0	0	0	0	0	0	0
Total Asian American	0	0	0	0	2,136	0	0
Hispanic American Male	0	747	747	0	0	0	0
Hispanic American Female	0	919	0	2,190	520	0	3,629
Total Hispanic American	0	919	747	2,190	520	0	0
Native American Male	0	0	0	2,080	0	0	2,080
Native American Female	0	0	0	0	0	0	0
Total Native American	0	0	0	2,080	0	0	2,080
MBE Total	0	919	747	4,270	6,264	0	12,200
WBE Total	229	21,858	3,788	14,652	2,789	0	43,316
Total MBE & WBE Procurement	229	22,777	4,535	18,922	9,053	0	55,516
Total Unknown Status Procurement (1)	1,410,915	136,525	22,847	219,726	217,925	0	2,007,938
Total Non-Fuel Procurement (2)	1,411,144	159,302	27,382	238,648	226,978	0	2,063,454

Total Utility Purchases
 0
2,063,454

Total Fuel and Purchased Power Procurement (electric only)

Total Non-Fuel, Fuel, and Purchased Power Procurement

(1) Vendors for whom HUB status is not directly known. (2) Expenditures for goods and services from vendors not including wages, benefits, and other non-negotiable goods and services such as taxes and postage. Includes MBE/WBE and Unknown Procurement.

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