

Control Number: 30240



Item Number: 1292

Addendum StartPage: 0



Heading For New Horizons

December 15, 2009

Public Utility Commission of Texas Attn: James Galloway, Filing Clerk 1701 N. Congress Avenue Austin, TX 78701

RE: §26.85 ~ Annual Report ~ Workforce & Supplier Diversity Report, Project #30240 §26.79 ~ Equal Opportunity Reports

Enclosed for filings are an original and four (4) copies of South Plains Telephone Cooperative, Inc.'s Workforce and Supplier Diversity Report for 2009.

Also enclosed, you will find five (5) copies of South Plains Telephone Cooperative, Inc.'s FCC 395 Common Carrier Annual Employment Report for 2009. This will satisfy the reporting requirements of §26.79, Equal Opportunity Report.

If you have any questions, please give me a call at 806-763-2301.

Sincerely,

Scotty Hart GM/CEO

Enclosures

SH/mf

pas

WORKFORCE AND SUPPLIER DIVERSITY FORM WORKFORCE DIVERSITY

の方の母子

HE C 16 M10: 03

This Year Totals	Previous Year Totals	Service Workers	Laborers (Unskilled)	Operatives (Semi-skilled)	Craft Workers (Skilled)	Office and Clerical	Sales Workers	Technicians	Professionals	Officials and Managers		Occupational Categories
42	37	12	0	2	5	10	0		2	10		Combined Total
27	24	12	0	1	5	0	0		1	7	Male	NUMB Compan
15	13	0	0	1	0	10	0	0	1	ພ	Female	NUMBER OF Company Totals
23	22	10		1	4			1	1	6	Male	HEXXAS Cauc
10	9			1		6			1	2	Female	XAS FULL Caucasian
<u> </u>	1				1						Male	Afr Afr
0	0										Female	ME EMIPLO African American
3	1	2								1	Male	His
5	4					4				possil	Female	ES FOR R Hispanic
0	0										Male	POR A
0	0										Female	NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR Company Totals Caucasian African Hispanic Asian American
0	0										Male	EAR Americ
) (Female	AR American Indian

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.

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

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)	0.0000%	23.0000%	23.00%
Commodities Contracts (4)	0.0000%	0.0000%	0.00%
Other Services (5)	23.0000%	22.0000%	△
Professional Services Contracts (6)	25.0000%	11.0000%	~14 >
Major Equipment (7)	39.0000%	32.0000%	<7>
Other (8)	11.0000%	13.0000%	2.00%

- 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. 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 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 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 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 (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
- 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 (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
- concrete construction of roads, trenching, cable laying, conduit construction, land clearing and leveling. (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
- Commodities -- All materials, goods or tangibles purchased to conduct business, not including fuel or purchased power contracts and major equipment purchases and rentals
- services, landscaping, forestry, tree trimming, art and decorative services, janitorial, travel/lodging, automotive repair, and photography. (5) Others Services -- All specialty work, special circumstances that required contract labor, special consultants or other non-defined services. Examples include audio/visual, staffing
- (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.
- equipment, heavy construction equipment, fleet requirements, etc. (7) Major Equipment -- Includes all major equipment purchases and rentals including but not limited to transmission and distribution equipment, power plant equipment, substation
- (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.

Page 3 of 5 Revised June 2004

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) 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:

As SPTC requires additional employees, it will utilize the hiring practices outlined in this report to fill any vacant positions, with the overarching goal of maintaining a diverse work force.

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 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 its construction projects with in-house employees. However, this year, SPTC did increase from 2008 purchases in the areas of other and construction. Purchases in other areas remained consistent with prior year activities.

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

The workforce diversity report for year-end 2009 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 five (5) from the previous year. In 2009, the number of minority employees was increased by three (3) from 2008. In addition, a minority employee was promoted to a supervisory position and a leadership position was filled with a minority candidate.

South Plains Telephone Cooperative continues to perform its construction projects with in-house employees. However, this year, SPTC did increase from 2008 purchases in the areas of other and construction. Purchases in other areas remained consistent with prior year activities.

Page 4 of 5 Revised June 2004

WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

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

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 13th St., #1A-171 Austin, TX 78701-1796

FEDERAL COMMUNICATIONS COMMISSION Washington, DC 20554

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.]

077771 / C										ľ					
Name and Mailing Address of Respondent	spondent														
South Plains Telephone Cooperative, Inc. PO Box 1379 Lubbock, Texas 79408-1379	e Cooper 3-1379	ative, Inc.											Check huis a chan address.	Check here if this is a change of address.	
2. Year Report Filed		3. Reporting Period (Ending Date of Pay	Period (Endi	ng Date of Pa			4. Number of Full-Time Employees during	Full-Time En	ıployees durir	ng Selected					
2009		03/31/09	vered by Rep /09	ort)			Reporting a. Fev b. 16	Reporting Period (check one): a. Fewer then 16 (complete Sections I, IV, and V only) b. 16 or more (complete all sections)	one): omplete Secti dete all sectio	ions I, IV, and ons)	V only)				
SECTION II - Full-Time Employees.	<i>y</i>														
							Number of Employees (Report employees in only one category)	Number of Employees employees in only one c	yees me category)						
Joh							-	Race/Ethnicity							
Categories	Hisp	Hispanic or						Not-Hispanic or Latino	c or Latino						Total
		itino			Male	ite					Female	ale			Columns A-N
	Male	Female	White	Black or African	Native Hawaiian or	Asian	American Indian or	Two or more	White	Black or African	Native Hawaiian or	Asian	American Indian or	Two or more races	
				American	Other Pacific Islander		Alaska Native			American	Other Pacific Islander		Alaska Native		
	Α	В	၁	D	Е	F	G	I	1	ŀ	*	٦	×	z	0
Executive/Senior Level Officials and Managers 1.1			1						-						2
First/Mid-Level Officials and 1.2 Managers	1		3						1						5
Professionals 2									ı						_
Techniclans 3			4												4
Sales Workers 4															0
Administrative Support 5		5	_						9						12
Craft Workers 6			4	-											5
Operatives 7			∞												∞
Laborers and Helpers 8															0
Service Workers 9			1												-
TOTAL 10	1	5	22	ı	0	0	0	0	9	٥	0	0	0	0	38
PREVIOUS YEAR TOTAL 11	-	4	21	1					9						36

SECTION III - Part-Time Employees.	95.														
						(Numi Report empir	Number of Employees (Report employees in only one category)	/ees ne category)						
Job							_	Race/Ethnicity							
Categories	Hisp	Hispanic or						Not-Hispanic or Latino	c or Latino						Total
		Launo			Male	5					Female	ale			A-N
	Male	Female	White	Black or African American	Native Hawaiian or Other Pactfic 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	
	Þ	8	C	0	Е	71	G	I	-	ر	~	ר	ĸ	z	0
Executive/Senior Level Officials and Managers 1.1															۰
FirstMid-Level Officials and 1.2															°
Professionals 2															٥
Technicians 3			-							•					_
Sales Workers 4										,					0
Administrative Support 5 Workers									1						_
Craft Workers 6															0
Operatives 7															0
Laborers and Helpers 8															0
Service Workers 9															0
TOTAL 10	0	0	_	0	0	0	0	0	ı	0	0	0	0	0	2
PREVIOUS YEAR TOTAL 11			1						-						2
SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.	nation Com	plaints Pursu	ant to 47 CFF	22.321, 23.5	5, 90,168, 101	i.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 company before any body having competent jurisdiction in such matters during the calendar year covered by this report.	commission to body having	hat no compla competent juri	ints regarding sdiction in suc	violations of I	he equal emp	loyment provi ar year cover	isions of Fed ed by this rep	eral, state, terr oort.	itorial, or loca	al statutes hav	statules have been filed against this	gainst this			
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.	commission t g parties invo	hat the followi dived, date file	ng complaints d, courts or a	alleging viola jencies before	tions of the pro	ovisions of an itter has been	y equal empl ı heard, file n	oyment oppor umber or othe	tunity statute r designation	have been file, and current:	ed against this status or dispo	s company. osition.			
SECTION V - Certification Certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.	dedoe. inform	nation, and be	lef. all statem	ents in this rea	ort are true a	nd correct.									
Date	ed or Printer	Typed or Printed Name of Person Signing	son Signing			Signature	7	4	,			Telephone No.			

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).

(806) 763-2301

+-/6-09 | Scotty Hart