

Control Number: 30240



Item Number: 1305

Addendum StartPage: 0



Cap Rock Telephone Cooperative, Inc.

P.O. BOX 300 - SPUR, TEXAS 79370 (806) 271-3336 FAX (806) 271-3601

ANNUAL PROGRESS REPORT ON FIVE-YEAR PLAN TO ENHANCE SUPPLIER AND WORKFORCE DIVERSITY FOR THE PERIOD ENDING SEPTEMBER 30, 2009 PUC PROJECT # 30240

Under the PUC's Substantive Rule 26.85 – Report of Workforce Diversity and Other Business Practices Cap Rock Telephone Cooperative, Inc. offers the following progress report on the Five-Year Plan to Enhance Supplier and Workforce Diversity.

The Initiatives identified in the five-year plan included:

- A. Maintaining a commitment to employ a diverse workforce with extreme emphasis placed on recruiting, training, and employing individuals with the needed abilities/aptitude from within the local community.
- B. Striving to utilize historically underutilized businesses (HUBS) for the procurement of goods and services, especially when the HUB is located within our local or surrounding communities.
- C. Utilizing small businesses other than those defined as HUBs in the procurement of goods and services.

Cap Rock continues to maintain a diverse work force. Approximately 45% of our workforce is made up of female and minority workers. (Attached is a copy of our *FCC 395 Annual Report* filed in April 2009). We are very pleased with the diverse and capable work force we employ. Our area, as well as many rural areas in Texas, has a difficult time attracting and recruiting workers from other job markets. The majority of our work force is filled from local areas with Cap Rock providing work-related training to our employees.

The Cooperative emphasizes utilizing and promoting local or surrounding area businesses and economic growth, and Cap Rock continues to patronize small local businesses whenever possible. Many of the small local businesses qualify as HUBS. In the rural area in which we operate it is difficult to find providers of the required goods and services. The identification and tracking of HUBS is labor intensive and costly to our company. However, it provides data we can analyze to determine if we are meeting our objectives. (Attached is a copy of Cap Rock's HUB Use Report)

Cap Rock is proud of its efforts to enhance workforce and supplier diversity. Over the past several years, we have seen improved statistics in our workforce numbers and progress in the amount of business we do with small and historically underutilized businesses. However, the management of Cap Rock will continue to seek opportunities to make progress in the areas of diversifying the workforce and utilizing the products and services of small and historically underutilized businesses.

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

	Construction	Cammaditias	O41 6	,	* A .	2	
MBE Procurement	Сонзинсион	Commodities	Office Set Arces	Frotessional	Equipment	Otner	10tal HUB
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
African American Male	0	0	0	O.	0	o.	Q
Female	0	0	0		0	0	0
Total	0	0	0		0	0	0
Asian American							
Male	0	0	0	0	0	<u>o</u> _	0
Female	0	0	0	0	0	0	0_
Total	0.	0	0	0	0	0	0
Hispanic American Male							
Female	0	0 0	o c) <u>C</u>	o e	
Total	0	0	0	0	n	0	
Native American							
Male	0	· 0	0	0	0	60	60
Total	0.	0	0	0		0	20
MBE Total (Male/Female Minority))			5			
7 [9	901	
WBE Total (Non-Minority Female)	0	0	0	0	0	136,976	136,976
Total MBE & WBE Procurement	0	0,	0	0	0	137,036	137,036
Total Unknown Status Procurement (1)	0	0	0	45,474	0	13,419	58,893
Total Non-Fuel Procurement(2)	0	0	0	0	0	152 359	152 359
							Total Utility
-						l	I di chases
	-	otal Fuel and Purc	Total Fuel and Purchased Power Procurement (electri	ement (electric only)			0
	1	otal Non-Fuel,	Total Non-Fuel, Fuel, and Purchased Pow		er Procurement		152,359
(1) Vendors for whom HUB status is not directly known.		Expenditures for goods and se	(2) Expenditures for goods and services from vendors not including wages, benefits, and	wages, benefits, and other non-r	other non-negotiable goods and services such as tayes and nortage. Includes MBEANDE an	ices such as taxes and north	

Reporting Period:
Address: P O Box 300
City: Spur, TX

Oct. 1, 2008 through Sep. 30, 2009

Reporting Date: 12/10/09 Contact person: Tonya Kelsey

State: TX Zip: 79370 Phone: 806-271-3336 Fax: 806-271-3601

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

Includes MRE/WRE and	such as taxes and postage	epotiable poods and services :	vages, benefits, and other non-n	(2) Expenditures for goods and services from vendors not including wages, benefits, and other non-negotiable goods and services such as taxes and mortage. Includes MREFUERS and) Expenditures for goods and ser		(1) Vendors for whom HUB status is not directly known.
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0			ment (electric only)	Total Fuel and Purchased Power Procurement (electric only)	otal Fuel and Purch		
Total Utility Purchases							
24,750	24,750	0	0	0	0	0	Total Non-Fuel Procurement(2)
1,152,812	1,152,812	0	0	0	0	0	Total Unknown Status Procurement (1)
17,244	17,244	0	0	0	0	0	Total MBE & WBE Procurement
17,244	17,244	0	0	0	0	0	WBE Total (Non-Minority Female)
0	0	0	0	0	0	0	MBE Total (Male/Female Minority)
0	0	0	0	0	0	0	Total
0 0	00	0 0	0	0	0	0	Maie Female
0	0	0	0	0	0	0	Native American
0	0	0	0	0	0	0	Female
0.	0	0	0	0	0_	0	Male
0	0	0	0	0	0	0	Total
0 0	00	0	0	0	0	0	Female
		D.	O.	O	0	0	Asian American Male
0	0:	0	0	0	0	0	Total
0 (0 (0 (0	0	0.	0	Female
O	0	0	0	0	0	0	Male
Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	African
Total HUB	Other	Major	Professional	Other Services	Commodities	Construction	MBE Procurement

Reporting Period:
Address: P O Box 300
City: Spur

Oct. 1, 2008 through Sep. 30, 2009

Reporting Date: 12/10/09 Contact person: Tonya Kelsey

State: TX Zip: _79:
Phone: 806-271-3330

State: TX Zip: _79370
Phone: 806-271-3336 Fax: 806-271-3601

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

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.]

SECTION 1 - General Information	3															
1 Name and Mailing Address of Respondent Cap Rock Telephone Cooperative Inc P.O. Box 300 Spur, Texas 79370	Respo	ndent perativo	e Inc											Check he is a char address.	Check here if this is a change of address.	
2 Year Report Filed 2009		63	3. Reporting Per Period Covers 3/31/09	Period (Endir vered by Rep)9	Reporting Period (Ending Date of Pay Period Covered by Report) $3/31/09$	*		4. Number of Reporting a. Fey b. 116	4. Number of Full-Time Employees during Selected Reporting Period (check one): a. Fewer than 16 (complete Sections I, IV, and V only) b. 13 16 or more (complete all sections)	nployees durir (one): omplete Secti	ng Selected lons I, IV, and	V only)				
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Service Workers	6	-														1
TOTAL	10	4	_	27	0	0	0	0	0	17	0	0	0	0	0	49
PREVIOUS YEAR TOTAL	=======================================	5	1	23	0	0	0	0	0	19	0	0	0	0	0	48

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