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WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY
ALENCO COMMUNICATIONS, INC. # 30240

Occupational Categories	NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR													
	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	6	1	6	1									
Professionals	1	0	1		1									
Technicians	0	0	0											
Sales Workers	2	0	2		1					1				
Office and Clerical	6	1	5	1	2					3				
Craft Workers (Skilled)	12	12	0	8				4						
Operatives (Semi-skilled)	0	0	0											
Laborers (Unskilled)	1	1	0	1										
Service Workers	0	0	0											
Previous Year Totals	0	0	0											
This Year Totals	29	20	9	16	5	0	0	4	4	0	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

ALENCO COMMUNICATIONS, INC. # 30240

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)		0.0900%	0.1500%	66.67%
Commodities Contracts (4)		2.3800%	2.0600%	-13.45%
Other Services (5)		0.6000%	0.1900%	-68.33%
Professional Services Contracts (6)		3.0800%	2.4500%	-20.45%
Major Equipment (7)		0.0000%	0.0000%	%
Other (8)		0.0700%	0.0800%	14.29%

(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, repairs, remodeling, removing, 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**

ALLENCO COMMUNICATIONS, INC. # 30240

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

Insert text here

As in previous years, the company has followed the procedures in the consideration and utilization of under utilized business. We are always willing to consider any company that is able to provide services or equipment as long as they offer the degree of excellence that meets the requirements we strive to maintain when servicing our customers. We are confident that we always exercise non-discrimination and fairness with regard to our vendors. This year we have over 285 and haven't had many responses. Due to the lack of responses from the majority of our vendors I feel this report does not reflect accurate information and therefore is incorrect.

- (2) Make an assessment of the success of each of the specific initiatives, programs, and activities listed above:**

Insert text here

Alenco has always and will continue to select its vendors in a fair and non-discriminate way. We are open to new companies as long as the workmanship and service are of the highest quality and the price is competitive. Our policy has always been and will continue to be non-discriminative and fair. Due to the lack of response from the majority of our vendors, it's not possible for us to provide right data.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

ALENCO COMMUNICATIONS, INC. # 30240

- (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:**

Insert text here

We will continue to maintain our high standards of hiring talented and experienced employees from the areas we serve. As our company grows we plan to add employees to meet the needs of our customers and, as always, we will not discriminate. We will continue in meeting your requirements in doing the mailings and hope to get more responses next in order to get accurate data for this report. Due to the lack of response I feel this report is inaccurate.

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

Insert text here

Progress has been made in both the growth of businesses moving into our areas that qualify as HUB's and those companies being made aware that we are willing to use their services as long as they meet the high standards we require for servicing our customers. We do business with a diversified range of vendors and if they were willing to give us the data, this report would be reliable. This report does not have accurate information.