



Control Number: 30240



Item Number: 1878

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PUBLIC UTILITY COMMISSION  
FILING CLERK

December 22, 2011

ATTN: Filing Clerk  
Public Utility Commission of Texas  
P. O. Box 13326  
Austin, TX 78711-3326

SUBJECT: Project No. 30240 – Annual Progress Report on 5-Year Plan to Enhance  
Supplier and Workforce Diversity for Hill Country Telephone Cooperative, Inc.

Gentlemen:

Pursuant to Substantive Rule §26.85(d) and (f), enclosed are four (4) copies of the Annual Progress Report on the implementation of the 5-Year Plan to Enhance Supplier and Workforce Diversity. This filing is being made in Project No. 30240 as advised by the 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) Chair-Legislative Black Caucus; 5) Chair-Mexican American Caucus; and 6) Chair-Senate Hispanic 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 questions concerning this report, please call me at 1-800-292-5457.

Sincerely,

April Hansard  
Accounting Manager

AH/rl

Enclosures (6)

cc (w/attachment): Governor's Office  
Lt. Governor's Office  
Texas House of Representatives  
The Honorable Sylvester Turner  
The Honorable Carlos Uresti  
The Honorable Trey Martinez

**CERTIFIED MAIL  
RETURN RECEIPT REQUESTED**

HILL COUNTRY TELEPHONE COOPERATIVE, INC.  
HILL COUNTRY TELECOMMUNICATIONS, LLC

P.O. Drawer D  
Ingram, Texas 78025  
830.367.5333  
Toll Free: 800.292.5457  
Fax: 830.367.5993  
www.hctc.net

1878

**ANNUAL PROGRESS REPORT  
ON 5-YEAR PLAN TO  
ENHANCE SUPPLIER AND WORKFORCE**

**Project No. 30240**

Copies of our annual 2010 Historically Underutilized Business Use Report filed with the Public Utility Commission of Texas and the Common Carrier Annual Employment Report (FCC Form 395) filed with the Federal Communications Commission are attached. These reports reflect our performance with regard to workforce diversity and contracting with small and historically underutilized businesses.

We have continued to support the small towns and the entities that provide goods and services to these communities whenever possible. Our program of hiring the most qualified applicant has been successful in maintaining a diverse workforce.

Keeping with the Cooperative philosophy, we will provide dependable telephone service at the lowest cost consistent with sound economy and good management. In doing so, we will continue to support the small towns and the entities that provide goods and services to these communities whenever possible. We will also continue to maintain a diverse workforce by hiring the most qualified applicant.

AH/rl

12/22/11

## COMMON CARRIER ANNUAL EMPLOYMENT REPORT

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

## SECTION I - General Information

## 1. Name and Mailing Address of Respondent

Hill Country Telephone Cooperative, Inc.  
P. O. Drawer D  
Ingram, TX 78025☐ Check here if this  
is a change of  
address.

## 2. Year Report Filed

2011

3. Reporting Period (Ending Date of Pay  
Period Covered by Report)  
February 13, 20114. 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)															Total Columns A - N
	Race/Ethnicity															
	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		3						1						4	
First/Mid-Level Officials and Managers	1.2	2	9						5						16	
Professionals	2	1	4			1			1	1		1			9	
Technicians	3	2	21												23	
Sales Workers	4		1						1						2	
Administrative Support Workers	5	6	5						17						28	
Craft Workers	6	1	16	3											20	
Operatives	7														0	
Laborers and Helpers	8														0	
Service Workers	9														0	
TOTAL	10	3	9	59	3	0	1	0	0	25	1	0	1	0	102	
PREVIOUS YEAR TOTAL	11	4	7	60	3		1		27	1		1			104	

## SECTION III - Part-Time Employees.

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

## SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.165, 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

05/03/2011

Typed or Printed Name of Person Signing

Delbert Wilson

Signature



Telephone No.

(830) 367-5333

Title of Person Signing

General Manager

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).