



Control Number: 30240



Item Number: 188

Addendum StartPage: 0



INTERNET THE WAY IT SHOULD BE I

112 E. Francis
Pampa, Texas 79065
(806) 665-0106 voice
(800) 886-7451 voice
(806) 665-1811 fax

Centramedia Online Services

December 30, 2004

Filing Clerk
Public Utility Commission of Texas
1700 N. Congress Avenue
Austin, Texas 78701

RE: Project 30240 – Annual Report on Workforce and Supplier Diversity for Centramedia Online Services

Dear Filing Clerk:

In accordance to Substantive Rule 26.85, please find the enclosed 4 copies of the Workforce and Supplier Diversity Report for filing in the above named Docket for Centramedia Online Services.

If you have any questions regarding this filing, please contact me at the above listed numbers.

Sincerely,

FILE COPY

Selby Philipose
Network Operations Manager
Centramedia Online Services

cc: The Honorable Rick Perry
T. Governor David Dewhurst
The Honorable Tom Craddick
The House Legislative Black Caucus
The House Mexican American Legislative Caucus
The Texas Senate Hispanic Caucus

RECEIVED
04 DEC 31 AM 10:30
PUBLIC UTILITY COMMISSION
FILING CLERK

.....
Visit our WWW site at <http://www.centramedia.com>

188

WORKFORCE AND SUPPLIER DIVERSITY FORM **WORKFORCE DIVERSITY**

NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR														
Occupational Categories	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	8	7	1	5	1						2			
Professionals	5	5	0	5										
Technicians	5	5	0	4	1									
Sales Workers	1	0	1	1	1									
Office and Clerical	3	0	3	3										
Craft Workers (Skilled)	1	1	0	1										
Operatives (Semi-skilled)	0	0	0											
Laborers (Unskilled)	0	0	0											
Service Workers	0	0	0											
Previous Year Totals	0	0	0											
This Year Totals	23	18	5	15	5	1	0	0	0	2	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

Construction Contracts (3)			0.0000%	%
Commodities Contracts (4)			0.0000%	%
Other Services (5)			0.0000%	%
Professional Services Contracts (6)			0.0000%	%
Major Equipment (7)			0.0000%	%
Other (8)			0.0000%	%

(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, 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.

(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**

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

Centramedia Online Services is committed to a diverse workforce in all personnel actions, including, but not limited to, recruitment, selection, appointment, job assignment, training, transfer, promotion, merit increases, pay rates and benefits. The Company recruits hires, trains, promotes into all job levels the most qualified persons from within the community it serves whenever possible.

Centramedia Online Services purchases goods and services based on price, quality and availability from suppliers as needed. Centramedia Online Services will give small and historically underutilized businesses additional consideration in choosing a vendor.

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

Centramedia Online Services strives to be fair, objective and non-discriminatory in its hiring practices and when choosing vendors. These decisions are based on competitive price, quality and availability in the local community and marketplace.

Over the last year Centramedia Online Services has done almost all the recruiting within the local community through the colleges and local and surrounding print media.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

- (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:**

Centramedia Online Services will continue to adhere to its employment diversity plan to identify qualified candidates both from within the company and from the community in which we are located. We will strive to maintain a diverse workforce emphasizing such diversity in its recruitment activities and its internal placements and promotions.

Centramedia Online Services will purchase goods and services based on price, quality and availability with a special consideration given to small or historically underutilized businesses.

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

Centramedia Online Services recruited within our company to fill positions when possible and then turned to the local community in which we do business. Based on the quality and availability filled these positions accordingly.

As opportunities to hire arise in the coming year, Centramedia Online Services will continue to observe a non-discrimination policy in its recruiting and hiring processes to promote a diverse workforce. Centramedia Online Services procures goods and services based on price, quality and availability with special recognition given to small and historically underutilized businesses when such businesses can be identified.