

Control Number: 30240



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Addendum StartPage: 0



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

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.

## 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

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

# WORKFORCE AND SUPPLIER DIVERSITY FORM WORKFORCE DIVERSITY

		NUMBER OF		TEXAS	TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR	TIME	MPLO	VEES I	FOR RI	<b>PORT</b>	ING YE	AR	
Occupational Categories	Combined Total	Company Totals	y Totals	Cauc	Caucasian	African American	can ican	Hispanic	anic	SA	Asian	America	American Indian
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
				2									
Officials and Managers	8	7	1	5	1					2			
	U			l									
Proressionais	0	0	0	0									
Technicians	5	5	0	4		1							
Sales Workers	1	0	1		1								
Office and Clerical	3	0	3		3								
Craft Workers (Skilled)	1	1	0	1									
Operatives (Semi-skilled)	0	0	0										
I aborers (IInclailled)	C	C											
ravin structure			0	-									
Service Workers	0	0	0						:				
Previous Year Totals	0	0	0										
This Year Totals	23	18	S	15	S	1	0	0	0	2	0	0	0
													1

**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.

Commodities Contracts (4)         0.0000%         %           Other Services (5)         0.0000%         %           Professional Services Contracts (6)         0.0000%         %           Major Equipment (7)         0.0000%         %           Other Services Contracts (6)         0.0000%         %           Major Equipment (7)         0.0000%         %           Other (8)         0.0000%         %           Major Equipment (7)         0.0000%         %           Other (8)         %         %         0.0000%           States of the securities is overed by the se		0.0000%
Other Services (5)         0.0000%         %           Major Equipment (7)         0.0000%         %           Dubler (6)         0.0000%         %           Other (6)         0.0000%         %           Other (6)         0.0000%         %           Other (7)         0.0000%         %           Other (8)         %         %           Descriptel %         %         %           Other (8)         %         %           Other (8)         %         %           Other (8)         % <t< td=""><td>Commodities Contracts (4)</td><td></td></t<>	Commodities Contracts (4)	
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Migior Equipment (7)         0.0000%         9%           Other (8)         0.0000%         9%           Amount of tease (0overnment Code § 481.191(4). HUB means: (A) a corporation formed for the purpose of making a profit in which at least 31 percent of al classes of the substratement and connol def or and co	Professional Services Contracts (6)	
Other (\$)         0.0000%         0.000% <th0.000%< th=""> <th0.< td=""><td>Major Equipment (7)</td><td></td></th0.<></th0.000%<>	Major Equipment (7)	
<ol> <li>HUB - Paraamt to Texas Government Code § 481.191(4), HUB means: (A) a corporation formed for the purpose of making a profit him vhich at least 51 percent of rall classes of the fames of store of the other sources of sources to great propriet and controlled by a person described by Tasegraph (A) of this subforks: (C) a point with a the purpose of making a profit that is 100 percent over d, operated, and controlled by a person described by Tasegraph (A) of this subforks: (C) a point venture in which each endity at proper of making a profit that is 100 percent over d, operated, and controlled by a person distribution of the subforks: (C) a point venture in which each endity in the high 51 percent of the subforks: (C) a point venture in which each endity that high 51 percent of the subforks: (C) a point venture in which each endity that high 51 percent of the subforks: (C) a point venture in which each endity that high 51 percent of the subforks: (C) a point venture in which each endity that (A) is controlled by a percent and the point venture in the subforks: (C) a point venture in which each endity that (A) is controlled proved.</li> <li>C) Small Batters - Planuage (A) of this subforks: (C) a point venture is a historically undernilized the proper of the propess of the propress of the propess of the propess of the propess of the prope</li></ol>	Other (8)	
<ul> <li>Page 2 of 4</li> </ul>	(1) HUB – Pursuant to Texas Government Code § 481.191(4), HUB means: (A) a corporation formed for shares of stock or other equitable securities is owned by one or more persons who are members of certain g Americans, and American Indians; (B) a sole proprietorship formed for the purpose of making a profit the parameter (A) of this subdivision. (C) a naturethin formed for the purpose of making a profit to parameter (A) of this subdivision. (C) a naturethin formed for the purpose of making a profit to parameter (A) of this subdivision. (C) a naturethin formed for the purpose of making a profit to parameter (A) of this subdivision. (C) a naturethin formed for the purpose of making a profit to parameter (A) of this subdivision. (C) a naturethin formed for the purpose of making a profit to purpose of making	e purpose of making a profit in which at least 51 percent of all classes of the ups, including black Americans, Hispanic Americans, women, Asian Pacific t is 100 percent owned, operated, and controlled by a person described by
<ol> <li>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 fult-time employees.</li> <li>Construction concervy construction other than buildings such and power lines, sever and water mains, apphalt and concrete construction of roads, trenching, eable laying, conduit construction other than buildings such as pipelines, communication and power lines, sever and water mains, apphalt and concrete construction of roads, trenching, eable laying, conduit construction other than buildings such as pipelines, communication and power lines, sever and water mains, apphalt and concrete construction of roads, trenching, eable laying, conduit construction and leveling.</li> <li>Commodities - All specialty work, special circumstances that required contract labor, special consultants or other non-defined services. Examples include audio/visual, staffing services, landscepting, forestry, tree trimming, and decorative services, janitorial, travel/lodging, automotive repair, and photography.</li> <li>Others Services - Contracted professional services wather services, environmental, financial, etc.</li> <li>Professional Services - Contracted professional services wather services, environmental, financial, etc.</li> <li>Major Equipment - Includes all major equipment puchases and rentals including but not limited to transmission and distribution equipment, power plant equipment, substation equipment, heavy construction equipment, etc.</li> <li>Other - Any commodity or service not covered by the above categories.</li> </ol>	persons described by Paragraph (A) of this subdivision. Those persons must have proportionate interest and the partnership's affairs; or (D) a joint venture in which each entity in the joint venture is a historically under	emonstrate active participation in the control, operation, and management of lized business under this subdivision.
<ol> <li>Construction Construction done by general contractors and special trade contractors which includes new work, additions, alterations, reconstruction, installations, repairs, ceronolling, renovating, and repair of force buildings. Heavy construction of news, heavy construction of roads, trenching, cable laying, conduit construction, and clearing and leveling.</li> <li>Commodities All materials, goods or tangibles purchased to conduct business, not including fuel or purchased power contracts and major equipment purchases and renairs.</li> <li>Commodities All materials, goods or tangibles purchased to conduct business, not including fuel or purchased power contracts and major equipment purchases and renairs.</li> <li>Commodities 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, at and decorative services, jauitorial, travel/lodging, automotive repair, and photography.</li> <li>Professional Services - Contracted professional services, survitonmental, financial, etc.</li> <li>Professional Services - Contracted professional services, survitonmental, financial, etc.</li> <li>Major Equipment, heavy construction equipment, gue to not limited to transmission and distribution equipment, power plant equipment, substation equipment, heavy construction equipment, etc.</li> <li>Other - Any commodity or service not covered by the above categories.</li> </ol>	Ч	$t_{\rm c}$ partnership, sole proprietorship, or other legal entity that: (A) is domiciled an 100 full-time employees.
<ul> <li>Commodifies - All materials, goods or tangibles purchased to conduct business, not including fuel or purchased power contracts and major equipment purchases and rentals.</li> <li>Others Services - All specialty work, special circumstances that required contract labor, special consultants or other non-defined services. Examples include audio/visual, staffing vices, landscaping, forestry, tree trimming, art and decorative services, jamitorial, travel/lodging, automotive repair, and photography.</li> <li>Professional Services - Contracted professional services which include legal, consulting, health, engineering, advertising/marketing, architectural, real estate, computer vices, research and analysis, education/training, insurance, surveying services, weather services, evalue to transmission and distribution equipment, power plant equipment, substation upment, heavy construction equipment, filest requirements, etc.</li> <li>Major Equipment - Includes all major equipment purchases and rentals including but not limited to transmission and distribution equipment, power plant equipment, substation upment, heavy construction equipment, filest requirements, etc.</li> <li>Other - Any commodity or service not covered by the above categories.</li> </ul>	(3) Construction Construction done by general contractors and special trade contractors which inc remodeling, removating, and repair of office buildings. Heavy construction other than buildings such as pi concrete construction of roads, trenching, cable laying, conduit construction, land clearing and leveling.	des new work, additions, alterations, reconstruction, installations, repairs, lines, communication and power lines, sewer and water mains, asphalt and
<ol> <li>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.</li> <li>Professional Services - Contracted professional services, surveying services, environmental, financial, etc.</li> <li>Major Equipment - Includes all major equipment purchases and rentals including but not limited to transmission and distribution equipment, power plant equipment, substation equipment, near services.</li> <li>Other - Any commodity or service not covered by the above categories.</li> </ol>		hased power contracts and major equipment purchases and rentals.
<ul> <li>(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.</li> <li>(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.</li> <li>(8) Other Any commodity or service not covered by the above categories.</li> </ul>	(5) Others Services All specialty work, special circumstances that required contract labor, special cons services, landscaping, forestry, tree trimming, art and decorative services, janitorial, travel/lodging, automotiv	ants or other non-defined services. Examples include audio/visual, staffing epair, and photography.
and rentals including but not limited to transmission and distribution equipment, power plant equipment, substation tegories. Revised June 2004	(6) <b>Professional Services</b> Contracted professional services which include legal, consulting, health, engi services, research and analysis, education/training, insurance, surveying services, weather services, environme	ering, accounting, advertising/marketing, architectural, real estate, computer al, financial, etc.
Other Any commodity or service not covered by the above categories. Revised June 2004		ransmission and distribution equipment, power plant equipment, substation
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WORKFORCE AND SUPPLIER DIVERSITY FORM

### 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.

