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Item Number: 191

Addendum StartPage: 0



Global Crossing Telecommunications, Inc.
1080 Pittsford Victor Road
Pittsford, NY 14534-3805
(585) 255-1424 phone
(585) 381-7592 fax
mike.allentoff@globalcrossing.com email
December 23, 2004

TEXAS PUBLIC UTILITY COMMISSION
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Austin, TX 78711-3326

**Subject: Project No. 30240 2004 Annual Progress Report on
Five-Year Plan to Enhance Supplier and Workforce Diversity for
Global Crossing Telecommunications, Inc.**

Enclosed are four (4) copies of Project No. 30240: 2004 Annual Progress Report on Five-Year Plan to Enhance Supplier and Workforce Diversity for Global Crossing Telecommunications, Inc. Copies of this report have been sent to the Governor, the Lieutenant Governor, the Speaker of the House of Representatives, and the African-American, Hispanic, and Mexican American Caucus offices of the Texas Legislature.

Please feel free to contact me if you have any questions or comments about this filing.

Sincerely,

Michael D. Allentoff
Senior Manager—Regulatory Analysis

Cc: The Honorable Rick Perry, Office of the Governor
Lt. Governor David Dewhurst, Capitol Station
The Honorable Tom Craddick, Speaker of the House of Representatives
The House Legislative Black Caucus (TLBC), The Honorable Garnet Coleman,
Chairman
The Texas Senate Hispanic Caucus, The Honorable Juan "Chuy" Hinojosa,
Chairman
The House Mexican American Legislative Caucus, The Honorable Pete Gallego,
Chairman

**GLOBAL CROSSING 2004 WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY**

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	6	5	1	3	0	1	0	1	1					
Professionals	2	1	1	1	1									
Technicians	17	16	1	13	1	2	0	1	0					
Sales Workers	22	19	3	14	2	4	1	1	0					
Office and Clerical	2	0	2	0	1	0	1							
Craft Workers (Skilled)	0	0	0											
Operatives (Semi-skilled)	0	0	0											
Laborers (Unskilled)	0	0	0											
Service Workers	0	0	0											
Previous Year Totals	46	39	7	31	5	6	1	2	1					
This Year Totals	49	41	8	31	5	7	2	3	1	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.

**GLOBAL CROSSING 2004 WORKFORCE AND SUPPLIER DIVERSITY FORM
HUB/SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT**

Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement	Actual % for Previous	Actual % for Current	Percentage Change
Construction Contracts (3)			%
Commodities Contracts (4)			%
Other Services (5)			%
Professional Services Contracts (6)			%
Major Equipment (7)			%
Other (8) (Data Not Available Due to Continuing Financial Restructuring-- Very Limited Expenditures During 2002 Thru 2004)			%

(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.

**GLOBAL CROSSING 2004 WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Global Crossing has continued to support initiatives targeted to increase workforce and supplier diversity. The company has focused on highlighting diversity issues through the use of cost-effective internal corporate Intranet and external Internet communications. Our newly revamped corporate website now includes the following statement on diversity:

ONE WORLD. ONE NETWORK. ONE DIVERSE COMPANY.

Global Crossing touches every corner of the world, so diversity is an integral part of our corporate culture. We know great ideas that can benefit everyone, can come from anyone. Every enterprise, industry and nation is stronger when diversity is appreciated and encouraged.

Workforce diversity, community development, and partner diversity are major strategic initiatives for us. Our commitment to these values means a strong representation of individuals with varied backgrounds, traits, life experiences, and perspectives.

Most importantly, we celebrate who we are and demonstrate a zero-tolerance policy prohibiting unlawful discrimination of any sort. We have also instituted company-wide domestic partner benefits.

**GLOBAL CROSSING 2004 WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Global Crossing has maintained policies to encourage diversity within its workforce and for its selection of suppliers. Employee information programs have focused on the development and appreciation of the multicultural diversity of the company's worldwide workforce. During 2004, the company introduced a new diversity section on its corporate website.

- (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:**

Global Crossing will continue to pursue the development of a diverse multicultural workforce and to promote contracting opportunities for small and historically underutilized enterprises. Internal Intranet and external Internet websites will be utilized to inform and educate employees, suppliers, and customers about diversity and multicultural issues.

**GLOBAL CROSSING 2004 WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Global Crossing continues to progress in its development of a diverse workforce and in the creation of business opportunities for all types of suppliers. We are proud of our progress in this area and look forward to making additional improvements during 2005.