



Control Number: 30240



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WORKFORCE DIVERSITY

Docket Nos. 30238 and 30240

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	142	87	55	69	38	7	12	8	4	3	1	0	0
Professionals	679	342	337	225	189	59	94	39	37	18	14	1	3
Technicians	310	244	66	89	25	33	8	114	32	7	1	1	0
Sales Workers	1694	1083	611	468	206	145	90	425	303	43	11	2	1
Office and Clerical	2668	972	1896	353	542	385	794	196	327	34	26	4	7
Craft Workers (Skilled)	4	3	1	2	0	0	1	1	0	0	0	0	0
Operatives (Semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Previous Year Totals	6985	3374	3611	1573	1318	708	1202	890	960	178	110	25	21
This Year Totals	5497	2731	2766	1206	1000	629	999	783	703	105	53	8	11

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.

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WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

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

Sprint's subcontracting goals are based upon projected procurement dollars available for Small Business participation as well as past procurement history.

Major purchases made by Sprint are researched, negotiated and monitored, by the Procurement organization, headquartered in Overland Park, Kansas, in partnership with the Business Unit requiring the product or service. The Supplier Diversity program is housed under the Procurement organization to ensure that diverse suppliers are considered during every step of the procurement process. Supplier Diversity and entire Procurement Department have access to Sprint electronic database (Emptoris) that houses Small Business company information and certifications that allows for tracking and sourcing opportunities from initiation to completion. During the analysis phase of preparing a Request for Proposals (RFP), the sourcing team develops a list of suppliers that are qualified to fulfill the service or contract under consideration. The team queries the database to create a list of eligible diverse suppliers to include in the opportunity.

To achieve best prices and delivery possible in its procurement, Sprint employs an e-purchasing tool in effecting a portion of its purchases. The procurement and tracking system assists buyers to source and utilize Small Businesses. This procurement process allows Sprint to offer its customers, including the Government, competitive prices in the sale of products/services. Sprint will continue to promote and grow this program throughout the company by:

- Increasing our efforts to locate and procure more services/products from SDVOSB and HubZone businesses
- Offering mentoring and relationship building to help suppliers navigate the process to become a qualified supplier;
- Support Small Businesses through scholarship opportunities.
- Require major suppliers to incorporate second tier arrangements with diverse suppliers;
- Provide training programs to educate employees about the advantages of Supplier Diversity;
- Expanding awareness of the program to all major Sprint Business Units;
- Aggressively recruit suppliers who have the skill sets that can provide the best solution at the right price point.

Sprint's policy requires that Small Businesses be provided an opportunity to participate in all services (except exclusions listed herein) procured by Sprint.

Procurement Quarterly Tracking: The Supplier Diversity manager releases quarterly results to SCM managers and major Business Unit executives in order to evaluate existing purchases with large businesses that can be realigned with a Small Business upon contract termination.

Sprint requires potential subcontractors using the following methods:

Although the economic downturn has impacted Sprint's procurement spend and employee base, Sprint continues to strive toward a vastly robust Small Business outreach and recruiting campaign. The 2012 year anticipates outreach and recruiting events to include, but are not limited to the following trade shows along with use of their databases or support:

- Mid America Minority Business Development Council
- Chicago Minority Business Development Council
- Asian American Chamber of Commerce of Kansas City
- National Minority Supplier Development Council
- USPAACC (Asian)
- Women's Business Enterprise National Council
- The Elite SDVOB Network National Convention
- US Hispanic Chamber of Commerce
- NaVOBA - National Association of Veteran Business Assoc.
- Northern California MSDC
- Southern California MSDC
- Telecommunication Industry Group (TIG)
- California Utilities Diversity Council
- California Public Utility Commission Joint Utilities meetings
- California Clearinghouse
- Internal Company database
- CVM Solutions LLC.
- SBA CCR.gov
- City of Chicago
- NMSDC.org
- WBENC.org