



Control Number: 30240



Item Number: 2021

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COLEMAN COUNTY TELEPHONE COOPERATIVE, INC.

215 NORTH 2ND STREET
P. O. BOX 608
SANTA ANNA, TEXAS 76878

TELEPHONE 325-348-3124

FAX 325-348-3117

December 17, 2012

Ms. Anne Bowen
Filing Clerk
Public Utility Commission of Texas
1701 N. Congress Avenue
Austin, Texas 78701

RE: Project No. 30240 – Annual Progress Report on Five-Year Plan to Enhance Supplier and Workforce Diversity for Coleman County Telephone Cooperative, Inc.

Dear Ms. Bowen:

Pursuant to §26.85(e), enclosed for filing are four (4) copies of the Annual Progress Report on the implementation of the Five-Year Plan to Enhance Supplier and Workforce Diversity. This filing is being made in Project 30240 as the project designated for this report.

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-Texas Legislative Black Caucus; (5) Mexican American Legislative Caucus (6) 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 any questions concerning this report, please call (325) 348-3124.

Sincerely,

Tim J. Humpert
General Manager

cc w/ attachment

The Honorable Rick Perry
The Honorable Joe Straus
The Honorable David Dewhurst
The Honorable Sylvester Turner
The Honorable Carlos Uresti
The Honorable Trey Martinez Fischer

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FILING CLERK

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WORKFORCE AND SUPPLIER DIVERSITY FORM

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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

Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement			Actual % for Previous FY	Actual % for Current FY	Percentage Change
Construction Contracts (3)			100.0000%	100.0000%	0.00%
Commodities Contracts (4)			37.0000%	32.0000%	-13.51%
Other Services (5)			70.0000%	29.0000%	-58.57%
Professional Services Contracts (6)			99.0000%	100.0000%	1.01%
Major Equipment (7)			42.0000%	100.0000%	138.10%
Other (8)			100.0000%	100.0000%	0.00%

(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:**

Coleman County Telephone Cooperative, Inc. uses all our local business when possible. We cut our Installation fee to help with the low income area we serve. We always look for diversity in new vendor. We have added different speed packages to help keep the basic package as low as possible. We have a bi-lingual customer service representative to help serve our customers better.

**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:**

Customers number has went up since the lower to no installation fee. More and more of the customers are using our credit card and epmt service. Our local business seems to be doing ok which help us all.

- (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:**

**We planning on going to one bill; to make it more convenience for all customers, hoping to make it one call, one payment will make it easy for the customers.
We are starting a fiber to the home project that hopefully we bring some additional traffic business into our small town.
We are a very small company in a small rural area with very little turn over.**

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

We have a very high percentage of small business owners; The only large vendors are when there is no other vendor we can choose to use. We have a very large vendor count so we use many different type and kinds of vendors.

We offer Bi-lingual customer service. We always trying new way to make it more convenience for our customer