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30240

December 27, 2012

Mr. James Galloway
Commission Filing Clerk
Public Utility Commission of Texas
1701 N. Congress Avenue
P.O. Box 13326
Austin, TX 78711-3326

2013 JAN -3 AM 9:35
FILING CLERK

Re: MegaPath Corporation – Submission of Workforce and Supplier Diversity Form

Dear Mr. Galloway:

Attached please find for MegaPath Corporation (“MegaPath”) Workforce and Supplier Diversity Form for Texas submitted for the period ending September 30, 2012.

If you have any questions pertaining to this filing, please contact me at (203) 284-6276.

Sincerely,

Schula Hobbs

Encls.

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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	22	15	7	10	2	1	0	4	1			4		
Professionals	45	31	14	21	6	3	3	3	5			4		
Technicians	86	67	19	41	7	6	1	17	2	1		8	2	
Sales Workers	3	3		3										
Office and Clerical	10	3	7	2	3			1	3			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	119	93	26	54	16	7	1	18	9	12		0	2	
	166	115	51	77	18	10	4	25	11	1		16	2	
This Year Totals														

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)		NA	NA	NA
Commodities Contracts (4)		NA	NA	NA
Other Services (5)		NA	NA	NA
Professional Services Contracts (6)		NA	NA	NA
Major Equipment (7)		NA	NA	NA
Other (8)		NA	NA	NA

Note: MegaPath has various groups within the company that handle different aspects of our procurement process. While MegaPath has a diverse group of suppliers and is non-discriminatory in its procurement practices, we do not track diversity or HUB levels.

- (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:

1. Continued conducting EEO training of supervisors and managers when required by law.
2. Utilized diversity sites or job boards with access to other diversity sites.
3. Encouraged minority and women employees to refer friends to the Company for potential employment.
4. Worked with local organization assisting individuals with disabilities with their employment needs. This particular initiative had a positive impact in that it generated potential employment opportunities for candidates with disabilities.
5. Utilized AAP guidelines to achieve our goal in increasing the diversity of our workforce.

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

1. EEO Training: MegaPath has a diverse workforce. We anticipate that our practices will have a continued positive impact on our workplace with regard to diversity.
2. Affirmative Action Program (AAP) helps identify MegaPath's goal.
3. Other Initiatives: These activities have helped to continue the hiring of women and minorities, as well as encourage the referrals of diverse candidates

(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:

1. Identify HUBs by using such resources as the National Minority Supplier Development Council and Diversity Information Resources and communicate business opportunities.
2. Continue to post contracting and employment opportunities on different website that targets women and minorities
3. Utilize our AAP guidelines to achieve our goal to increase the diversity of our workforce.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Nationwide, MegaPath continues to have a diverse workforce. MegaPath has minorities and women in key management positions and their visibility has increased our candidate flow. MegaPath continues to find ways to encourage the advancement of minorities and women and continues to encourage such advancement.