



Control Number: 30240



Item Number: 2211

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# **WORKFORCE AND SUPPLIER DIVERSITY FORM** **WORKFORCE DIVERSITY** **2013**

PATHWAY COM-TEL, INC.  
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	0	0	0										
Professionals	0	0	0										
Technicians	0	0	0										
Sales Workers	0	0	0										
Office and Clerical	0	0	0										
Craft Workers (Skilled)	0	0	0										
Operatives (Semi-skilled)	0	0	0										
Laborers (Unskilled)	0	0	0										
Service Workers	0	0	0										
<b>Previous Year Totals</b>	0	0	0										
<b>This Year Totals</b>	0	0	0	0	0	0	0	0	0	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 counted as zero. Click anywhere outside of chart to exit.

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

**PATHWAY COM-TEL, INC. 30240**

<b>Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement</b>		<b>Actual % for Previous FY</b>	<b>Actual % for Current FY</b>	<b>Percentage Change</b>
Construction Contracts (3)		6.2660%	0.0356%	-99.43%
Commodities Contracts (4)		0.0271%	5.3966%	19813.50%
Other Services (5)		0.0000%	0.0000%	%
Professional Services Contracts (6)		0.7669%	0.3885%	-49.34%
Major Equipment (7)		0.0000%	0.0000%	%
Other (8)		0.0000%	0.0000%	%

(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**

**PATHWAY COM-TEL, INC. 30240**

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

Pathway has followed the same procedure as in previous years in the consideration and utilization of HUB's. We will continue as in previous years, to take bids for construction services and products we buy. We are always open to new companies as long as the workmanship and service are of the highest quality and the price is competitive. We are confident that we always exercise non discrimination and fairness with regard to our vendors. This year we again mailed requests; to our vendors we did business with this year we have had usable response from 3. That is less than 3% of the vendors. As we have said in the past, based on the lack of vendors response the data in this report is in our opinion a totally unreliable source as a basis of HUB utilization.

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

**PATHWAY COM-TEL, INC. 30240**

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

Our policy has always been to be non-discriminative and fair. The programs and initiatives are successful. We consider any qualified HUB as long as the service or product meets our standard of excellence. Due to the lack of response from our vendors I consider the reporting flawed.

- (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:**

As I stated before we are confident that we always exercise non-discrimination and fairness. Pathway's parent will continue to in its efforts to hire talented and experienced individuals to serve the diverse population of the exchanges we serve. As our company grows we plan to add employees to meet the needs of our customers and, as always, we will not discriminate. We will continue in meeting your requirements in doing the mailings and hope to get more responses next in order to get accurate data for this report. Due to the lack of response I feel this report is inaccurate.

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

**PATHWAY COM-TEL, INC. 30240**

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

We do business with a diversified range of vendors and if they were willing to give us the data, this report would be reliable. Progress made by the utility to use diversity owned business is very successful, but this report does not have accurate information.