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Overall, this procurement report indicates that the amount of business with HUBS increased for this reporting period. This increase is reflective of an increase in products and services purchased from our current HUB suppliers.

ETC attempted to utilize HUBs for the procurement of goods and services, especially those HUBs located within the local and surrounding communities. ETC continued to stay abreast of the products, services and businesses that qualified under the HUB definition through community resource participation, involvement with the community, and through the use of the state's HUB directory.

The Cooperative continued to communicate to the HUB-community the opportunities for doing business with ETC.

The Cooperative was involved with local, county and state organizations that promote the use of small businesses.

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

The success of ETC's specific initiatives, programs and activities should not be measured by the reported results alone. ETC was successful at continuing to be a good corporate citizen that employs a diverse workforce from the local community, and that strives to identify, communicate opportunities and utilize HUBs when possible in the course of providing quality services to the Cooperative's membership. The following is a list of ETC's initiatives, programs and activities that were assessed as successful in achieving workforce and supplier diversity this past year:

1. Identified local organizations with minority membership emphasis and communicated through these organizations employment opportunities with ETC.
2. Identified local organizations with female membership emphasis and communicated through these organizations employment opportunities with ETC.
3. Identified local educational institutions and communicated through the educational employment outreach programs employment opportunities available for minority and female students. Attempted to work with educational institutions to establish work-for-credit intern programs
4. Provided workforce diversity related employee training.
5. Offered available work-related training to employees.

Offered available advancement opportunities to employees.

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- (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:**

During the next year ETC will pursue the following initiatives, programs and activities in an effort to increase the diversity of its workforce and contracting opportunities for small and historically underutilized businesses:

- a. Identify local organizations with minority membership emphasis and communicate through these organizations employment opportunities with ETC.
- b. Identify local organizations with female membership emphasis and communicate through these organizations employment opportunities with ETC.
- c. Identify local educational institutions and communicate through the educational employment outreach programs employment opportunities available for minority and female students. Attempt to work with educational institutions to establish work-for-credit intern programs
- d. Provide workforce diversity related employee training.
- e. Offer available work-related training to employees.

Offer available advancement opportunities to employees.

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

Progress has been made under the plan filed by ETC. Minority hiring statistics over the past several years have been very high. The number of HUBs that ETC is doing business with has remained constant over the past several years. The effort to communicate business opportunities to the HUB community has been continuous. Attempts continue to be made to identify local organizations with minority and/or female membership. When identified, communications are made with these organizations regarding employment and procurement opportunities with ETC. Work-study programs with several local high schools are occurring and minority students are represented in these programs.

ETC is always in the process of deploying advanced communications services to our rural service area. To facilitate this deployment ETC is looking for opportunities to expedite the delivery of advanced services to our members. This is the greatest opportunity for new employment and doing new business with the Cooperative. ETC will hire the workforce, and

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partner with the businesses, that can assist in this effort. ETC will be pleased if this hiring/partnering enhances the diversity of our workforce and more fully utilizes HUBs.