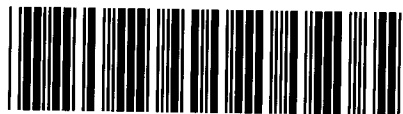




Control Number: 30240



Item Number: 2323

Addendum StartPage: 0

WORKFORCE AND SUPPLIER DIVERSITY FORM **WORKFORCE DIVERSITY** **2014**

ALENCO COMMUNICATIONS, INC
PUC#30240

2014 012 2014-11

2323

Occupational Categories	NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR														
	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															
Professionals															
Technicians															
Sales Workers															
Office and Clerical															
Craft Workers (Skilled)															
Operatives (Semi-skilled)															
Laborers (Unskilled)															
Service Workers															
Previous Year Totals															
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.

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

SECTION I - General Information

1 Name and Mailing Address of Respondent
Alenco Communications, Inc.
P.O. Box 1000
Joshua, TX 76058☐ Check here if this
is a change of
address2. Year Report Filed
20143. Reporting Period (Ending Date of Pay
Period Covered by Report)
03/15/20144. Number of Full-Time Employees during Selected
Reporting Period (check one):
a ☐ Fewer than 16 (complete Sections I, IV, and V only)
b ☒ 16 or more (complete all sections)

SECTION II - Full-Time Employees.

Job Categories		Number of Employees (Report employees in only one category)														Total Columns A - N
		Hispanic or Latino		Race/Ethnicity												
				Not-Hispanic or Latino												
				Male						Female						
Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races			
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
Executive/Senior Level Officials and Managers	1.1			5					1					6		
First/Mid-Level Officials and Managers	1.2	1		1					1					3		
Professionals	2													0		
Technicians	3													0		
Sales Workers	4			1										1		
Administrative Support Workers	5		2						2					4		
Craft Workers	6	2		5										7		
Operatives	7													0		
Laborers and Helpers	8													0		
Service Workers	9													0		
TOTAL	10	3	2	12	0	0	0	0	4	0	0	0	0	21		
PREVIOUS YEAR TOTAL	11	3	3	14					4					24		

SECTION III - Part-Time Employees.

Number of Employees (Report employees in only one category)																	
Race/Ethnicity																	
Job Categories	Hispanic or Latino		Not-Hispanic or Latino														Total Columns A - N
			Male								Female						
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
Executive/Senior Level Officials and Managers	1 1															0	
First/Mid-Level Officials and Managers	1 2															0	
Professionals	2															0	
Technicians	3															0	
Sales Workers	4															0	
Administrative Support Workers	5															0	
Craft Workers	6															0	
Operatives	7															0	
Laborers and Helpers	8															0	
Service Workers	9															0	
TOTAL	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PREVIOUS YEAR TOTAL	11	0														0	

SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.

- ☒ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.
- ☐ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company:
(Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition)

SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date	05/08/2014	Typed or Printed Name of Person Signing	Ray Bussell	Signature		Telephone No.	(817) 447-0127
Title of Person Signing	General Manager			WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).			

WORKFORCE AND SUPPLIER DIVERSITY FORM
HUB & SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT
2014

ALENCO COMMUNICATIONS, INC.
PUC # 30240

Construction Contracts (3)	0.0400%	0.0000%	-100.00%
Commodities Contracts (4)	0.3400%	0.0232%	-93.18%
Other Services (5)	0.2700%	0.0113%	-95.81%
Professional Services Contracts (6)	2.0500%	0.0226%	-98.90%
Major Equipment (7)	0.0000%	0.0000%	%
Other (8)	0.0016%	0.0184%	1050.00%

(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
ALENCO COMMUNICATIONS, INC
PUC # 30240

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

Alenco will continue this year as in previous years to take competitive bids from all suppliers interested in jobs we offer. We are always open to new companies performing duties or supplying products as long as the workmanship and service are of the highest quality and price is competitive. We remain confident that we always exercise non-discrimination and fairness in regard to vendors. This year we again mailed requests and less than 2 % responded, as said in the past, this report is in no way accurate; nor does it reflect the purchases we make. It is totally unreliable as a source to base HUB utilization on.

WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES
ALENCO COMMUNICATIONS, INC
PUC # 30240

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

We are non-discriminative and fair in all purchases. Our initiatives are very successful. This report however is not successful in tracking those efforts or their success.

(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 will continue all practices and initiative to be fair and non-discriminative. Hopefully you will find a better way than this report to measure those efforts.

WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES
ALENCO COMMUNICATIONS, INC
PUC # 30240

(4) State the specific progress made under the plan filed by the utility:
All purchases are based on quality, workmanship and price. Those values will not change.
Those objectives alone don't allow for discrimination.