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BEING PROVIDED VOLUNTARILY
SPRINT COMMUNICATIONS COMPANY, L. P. WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY - YEAR END 2015
Docket Nos 30238 and 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	303	190	113	115	60	20	24	50	28	3	1	2	0			
Professionals	540	313	227	189	127	46	61	37	25	39	12	2	2			
Technicians	185	143	42	47	10	27	6	67	23	1	3	1	0			
Sales Workers	1647	1068	579	301	116	190	118	538	332	37	12	2	1			
Office and Clerical	780	216	564	80	193	82	252	51	111	3	4	0	4			
Craft Workers (Skilled)	11	11	0	9				1				1				
Operatives (Semi-skilled)	0	0	0													
Laborers (Unskilled)	0	0	0													
Service Workers	0	0	0													
Previous Year Totals	0	0	0													
This Year Totals	3466	1941	1525	741	506	365	461	744	519	83	32	8	7			

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NOTE: Double-click on the **Combined Total** cell 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.

**BEING PROVIDED VOLUNTARILY
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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)				%
Commodities Contracts (4)		2.2%	1.6%	-29.50%
Other Services (5)				%
Professional Services Contracts (6)				%
Major Equipment (7)				%
Other (8)				%

(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.

**BEING PROVIDED VOLUNTARILY
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COMPANY INITIATIVES**

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

Major purchases made by Sprint are researched, negotiated and monitored, by the Procurement organization, headquartered in Overland Park, Kansas, in partnership with the Business Unit requiring the product or service. The Supplier Diversity program is housed under the Procurement organization to ensure that Small Businesses are considered during every step of the procurement process. Suppliers are required to register with Sprint and attach their certifications at www.Sprint.com/supplierregistration. Supplier Diversity and the entire Procurement Department have access to Sprint's electronic database that houses Small Business company information and certifications that allows for tracking and sourcing opportunities from initiation to completion. During the analysis phase of preparing a Request for Proposals (RFP), the Sourcing team develops a list of suppliers that are qualified to fulfill the service or contract under consideration. The Supplier Diversity team queries the database to create a list of eligible Small Businesses to include in the opportunity.

To achieve best prices and delivery possible in its procurement, Sprint employs an e-purchasing tool in effecting a portion of its purchases. The procurement and tracking system assists buyers to source and utilize Small Businesses. This procurement process allows Sprint to offer its customers, including the Government, competitive prices in the sale of products/services. In 2016 Sprint will continue to promote and grow this program throughout the company by:

- Sprint Supplier Diversity continues to recognize staff through its' Procurement Reward Program. The Program challenges Buyers and Sourcing Managers to identify creative ways to negotiate, with their internal clients, to procure more products/services from small businesses. Based on diverse contract value, awards can range from cash values of \$125.00 - \$500.00. This Program continues to motivate staff to remain focused on increasing Sprint's spend with small businesses.
- Increasing our efforts to locate and procure more services/products from HubZone owned businesses by continuing to include the businesses in as many Request for Proposal (RFP) opportunities as possible.
- Participate in face-to-face matchmaking sessions and relationship building, on a national level, to help suppliers navigate the process to become a qualified supplier
- Support Small Businesses through scholarship opportunities
- Require major suppliers to incorporate second tier (flow down) arrangements with Small Businesses;
- Provide training programs to educate employees about the advantages of Supplier Diversity
- Expanding awareness of the program to all major Sprint Business Units;
- Aggressively recruit suppliers, by holding onsite supplier demonstrations, who have the skillsets that can provide the best solution at the right price point.

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Procurement Quarterly Tracking: The Supplier Diversity manager releases quarterly spend results to Sourcing managers and major Business Unit executives in order to evaluate existing purchases with large businesses that can be realigned with a Small Business upon contract termination.

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- (1) **Make an assessment of the success of each of the specific initiatives, programs, and activities listed above:**
- Sprint received an “A” rating from the Greenlining Institute which is a consumer protection agency that grades California’s energy, telecommunications and cable companies based on subcontracting opportunities awarded to small and diverse businesses. From 2008 to 2014 Sprint moved from last to first place, among 25 Utilities.
 - April 2015, Sprint was recognized by the Black Enterprise as one of the 30 Top Companies for Supplier Diversity. The recognition spotlights companies that have demonstrated best practices through their diverse representation within their supply chain.
 - April 2015, Sprint’s manager Supplier Diversity, Joyce Christanio, was recognized by MBN Magazines as a 2015 MBN USA Champion. The recognition honors those demonstrating an unwavering commitment to supplier diversity.
 - September 2015, the United States Hispanic Chamber of Commerce (USHCC) named Sprint as a member of the USHCC Million Dollar Club, for the sixth year. The USHCC Million Dollar Club recognizes corporations that are leaders in Small Business development and stand out for integrating Hispanic Business Enterprises (HBEs) into their strategic sourcing and procurement process. Sprint was honored with this recognition, in front of approximately 1,000 attendees, during the USHCC National Convention held in Houston, Texas.
 - October 2015, the Mountain Plains Minority Supplier Development Council recognized Sprint’s manager of IT, Devere Meyer, as Advocate of the Year, during their awards luncheon at their Business Opportunity Exchange Conference, for his efforts in advocating for opportunities with small and minority owned businesses.

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- (2) 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:**

Sprint's Supply Chain buyers and managers have the responsibility of assuring that HUB Businesses have equitable opportunity to quote by:

- (a) Reviewing requisitions for potential inclusion of HUB Businesses.
- (b) Interviewing sales representatives representing HUB Businesses who call upon Procurement.
- (c) Using databases containing information regarding HUB Businesses
- (d) Exchanging information on new and potential suppliers across Business Units;
- (e) Providing results of HUB Businesses procurement activity;
- (f) Teaming with Sprint Sales to meet or exceed proposal/contractual HUB Business requirements;
- (g) Hosting Sprint executive and HUB Business principal introductions allowing an opportunity for the HUB Business to demonstrate their company capabilities;
- (h) Challenging and supporting Sprint Business Units to meet specifically assigned annual targets with HUB Businesses;
- (i) Developing relationships with Municipalities, Councils and other organizations to quickly locate HUB Business talent;
- (j) Purchase booths at National Tradeshows to advance supply of qualified HUB Businesses;
- (k) National public speaking by Supply Chain Management Procurement and Supplier Diversity staff to educate HUB Businesses on how to do business with major corporations.

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COMPANY INITIATIVES

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

Sprint's supplier diversity policy affirms that certified diverse suppliers have the maximum opportunity to participate in providing products and services to Sprint.

Sprint, as a corporate member of the National Minority Supplier Development Council (NMSDC), supports minority supplier diversity efforts internationally, through its support of the NMSDC Global-Link program, which represents efforts to expand the economic participation of minority suppliers in the global economy and provides corporate members with the ability to access excluded ethnic minority suppliers for integration into the supply chain. Global-Link has assisted in the launching and continuous development of international affiliate minority supplier development organizations and programs in Australia, Canada, China, the United Kingdom and South Africa.

Sprint is committed to increasing purchasing initiatives from certified diverse suppliers and small businesses. By including qualified diverse suppliers, Sprint continues to sharpen its competitive edge, providing Sprint with innovative solutions. These mutually beneficial relationships contribute toward the economic success of Sprint, and our suppliers.

Sprint will continue to lead the effort in recognizing the economic importance of utilizing diverse suppliers in the communities where we provide services, work and live.