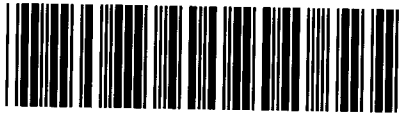


Control Number: 30240



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Addendum StartPage: 0



30240
Cap Rock Telephone Cooperative Inc.

P.O. BOX 300 • SPUR
(806) 271-3336 FAX (806) 271-3391

RECEIVED
PUBLIC UTILITY COMMISSION
FILING CLERK
2015 DEC 28 AM 10:08

Date: December 23, 2015

To:

Filing Clerk
Public Utility Commission
PO Box 13326
Austin, Texas 78711

From:

Jim Whitefield
Executive Vice President & General Manager

Subject:

Annual Progress Report on Five-Year Plan to
Enhance Supplier and Workforce Diversity

Pursuant to Public Utility Commission Substantive Rule §26.85(e), enclosed is a copy of the Annual Progress Report on Five-Year Plan to Enhance Supplier and Workforce Diversity, which was recently filed with the PUC.

2537



Cap Rock Telephone Cooperative, Inc.

P.O. BOX 300 • SPUR, TEXAS 79370
(806) 271-3336 FAX (806) 271-3601

ANNUAL PROGRESS REPORT ON FIVE-YEAR PLAN TO ENHANCE SUPPLIER AND WORKFORCE DIVERSITY FOR THE PERIOD ENDING SEPTEMBER 30, 2015 PUC PROJECT # 30240

Under the PUC's Substantive Rule 26.85 – Report of Workforce Diversity and Other Business Practices Cap Rock Telephone Cooperative, Inc. offers the following progress report on the Five-Year Plan to Enhance Supplier and Workforce Diversity.

The Initiatives identified in the five-year plan included:

- A. Maintaining a commitment to employ a diverse workforce with extreme emphasis placed on recruiting, training, and employing individuals with the needed abilities/ aptitude from within the local community.
- B. Striving to utilize historically underutilized businesses (HUBs) for the procurement of goods and services, especially when the HUB is located within our local or surrounding communities.
- C. Utilizing small businesses other than those defined as HUBs in the procurement of goods and services.

Cap Rock continues to maintain a diverse work force. Approximately 36.5% of our workforce is made up of female and minority workers. (Attached is a copy of our FCC 395 Annual Report filed in April 2015). We are very pleased with the diverse and capable work force we employ. Our area, as well as many rural areas in Texas, has a difficult time attracting and recruiting workers from other job markets. The majority of our work force is filled from local areas with Cap Rock providing work-related training to our employees.

The Cooperative emphasizes utilizing and promoting local or surrounding area businesses and economic growth, and Cap Rock continues to patronize small local businesses whenever possible. Many of the small local businesses qualify as HUBs. In the rural area in which we operate it is difficult to find providers of the required goods and services. The identification and tracking of HUBs is labor intensive and costly to our company. However, it provides data we can analyze to determine if we are meeting our objectives. (Attached is a copy of Cap Rock's HUB Use Report)

Cap Rock is proud of its efforts to enhance workforce and supplier diversity. Over the past several years, we have seen improved statistics in our workforce numbers and progress in the amount of business we do with small and historically underutilized businesses. However, the management of Cap Rock will continue to seek opportunities to make progress in the areas of diversifying the workforce and utilizing the products and services of small and historically underutilized businesses.

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

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

SECTION 1 - General Information

1 Name and Mailing Address of Respondent

Cap Rock Telephone Cooperative, Inc.

P.O. Box 300

Spur, TX 79370-0300

2 Year Report Filed

2015

3 Reporting Period (Ending Date of Pay Period Covered by Report)

Period Covered by Report)

Period Covered by
3/31/2015

4. Number of Full-Time Employees during Selected Reporting Period (check one)

Reporting Period (check one)

a	☐	Fewer than 16 (complete Sections I, IV, and V only)
b	☒	16 or more (complete all sections)

☐ Check here if this is a change of address

SECTION II - Full-Time Employees.

Job Categories	Number of Employees (Report employees in only one category)															Total Columns A - N	
	Race/Ethnicity																
	Hispanic or Latino		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			
Executive/Senior Level Officials and Managers	1	1															
First/Mid-Level Officials and Managers	1		5														1
Professionals	2																7
Technicians	3		8														0
Sales Workers	4																8
Administrative Support Workers	5	1	1														0
Craft Workers	6		6						9								13
Operatives	7	1	5														6
Laborers and Helpers	8																6
Service Workers	9																0
TOTAL	10	2	26	0	0	0	0	0	11	0	0	0	0	0	0	0	41
PREVIOUS YEAR TOTAL	11	3	22						12								38

SECTION III - Part-Time Employees.

Job Categories		Number of Employees (Report employees in only one category)														Total Columns A - N				
		Race/Ethnicity																		
		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					
Executive/Senior Level Officials and Managers	11																			
First/Mid-Level Officials and Managers	12																			
Professionals	2																			
Technicians	3																			
Sales Workers	4																			
Administrative Support Workers	5																			
Craft Workers	6																			
Operatives	7			1																
Laborers and Helpers	8																			
Service Workers	9																			
TOTAL	10	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
PREVIOUS YEAR TOTAL	11	1																		2

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

05/21/2015

Typed or Printed Name of Person Signing

Jim Whitefield

Signature



Telephone No

(806) 271-3336

Title of Person Signing

Executive VP & 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)

MBE Procurement	Construction Expenditures	Commodities Expenditures	Other Services Expenditures	Professional Expenditures	Major Equipment Expenditures	Other Expenditures	Total HUB Expenditures
African American Male	0	0	0	0	0	0	0
African American Female	0	0	0	0	0	18,450	18,450
Total	0	0	0	0	0	18,450	18,450
Asian American Male	0	0	0	0	0	0	0
Asian American Female	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0
Hispanic American Male	0	0	0	0	0	2,787	2,787
Hispanic American Female	0	0	0	0	0	0	0
Total	0	0	0	0	0	2,787	2,787
Native American Male	0	0	0	0	0	0	0
Native American Female	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0
MBE Total (Male/Female Minority)	0	0	0	0	0	21,237	21,237
WBE Total (Non-Minority Female)	0	0	0	0	0	21,573	21,573
Total MBE & WBE Procurement	0	0	0	0	0	42,810	42,810
Total Unknown Status Procurement (1)	0	0	0	0	0	1,049,006	1,049,006
Total Non-Fuel Procurement (2)	12,500	0	0	38,318	0	593,437	644,255
Total Fuel and Purchased Power Procurement (electric only)							66,554
Total Non-Fuel, Fuel, and Purchased Power Procurement							710,808

(1) Vendors for whom HUB status is not directly known (2) Expenditures for goods and services from vendors not including wages, benefits, and other non-negotiable goods and services such as taxes and postage. Includes MBE WBE and

Reporting Period: Oct 1, 2014 through Sep 30, 2015

Reporting Date: December 23, 2015
Contact person: Lisa Paschall

State: TX Zip: 79370
Phone: 806-271-3336 Fax: 806-271-3601

Address: PO Box 300
City: Spur

Utility: Cap Rock Telephone Cooperative, Inc.

MBE Procurement	Construction Expenditures	Commodities Expenditures	Other Services Expenditures	Professional Expenditures	Major Equipment Expenditures	Other Expenditures	Total HUB Expenditures
African American Male	0	0	0	0	0	0	0
African American Female	0	0	0	0	0	0	0
Total African American	0	0	0	0	0	0	0
Asian American Male	0	0	0	0	0	0	0
Asian American Female	0	0	0	0	0	0	0
Total Asian American	0	0	0	0	0	0	0
Hispanic American Male	0	0	0	0	0	0	0
Hispanic American Female	0	0	0	0	0	0	0
Total Hispanic American	0	0	0	0	0	0	0
Native American Male	0	0	0	0	0	0	0
Native American Female	0	0	0	0	0	0	0
Total Native American	0	0	0	0	0	0	0
MBE Total (Male/Female Minority)	0	0	0	0	0	0	0
WBE Total (Non-Minority Female)	0	0	0	0	0	0	0
Total MBE & WBE Procurement	0	0	0	0	0	0	0
Total Unknown Status Procurement (1)	0	0	0	0	0	391,064	391,064
Total Non-Fuel Procurement (2)	3,763,727	35,849	0	80,155	0	109,785	3,989,515
Total Utility Purchases							0
Total Non-Fuel, Fuel, and Purchased Power Procurement							3,989,515

(2) Expenditures for goods and services from vendors not including wages, benefits and other non-negotiable goods and services such as taxes and postage. Includes MBE, WBE and

Reporting Period: Oct 1, 2014 through Sep 30, 2015
 Address: PO Box 300
 City: Spur
 Reporting Date: 12-23-15
 Contact person: Lisa Paschall
 State: TX Zip: 79370
 Phone: 806.271.3336 Fax: 806.27

To be filed by a utility which has more than 1,000 customers in a state other than Texas, or which purchases more than 10% of its goods and services from vendors not located