

Control Number: 30240



Item Number: 2570

Addendum StartPage: 0

Morning Star Consulting, LLC

Compliance and Regulatory Solutions

2015 DEC 31 AM 9:53

PUBLIC UTILITY COMMISSION
FILING CLERK

December 29, 2015

VIA OVERNIGHT MAIL

Central Records Division
Texas Public Utility Commission
1701 N. Congress Ave.
Austin, TX 78711

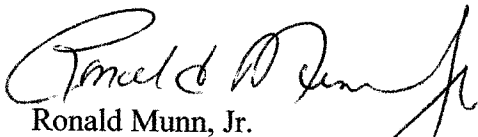
Re: *Tim Ron Enterprises, LLC dba Network Communications Telecom Project
No. 30240 Annual Report on Five-year Plan to Enhance Supplier and
Workforce Diversity-Telephone*

Dear Sir/Madam:

Tim Ron Enterprises, LLC dba Network Communications Telecom ("Network Communications", the "Company") hereby provides an original and four (4) copies of the Company's Annual Report on its Plan to Enhance Supplier and Workforce Diversity as required in P.U.C. SUBST. R. 26.85.

If there are any questions regarding this or any other matter, please feel free to contact me at (318) 780-3987 or via email at r.munn@suddenlink.net.

Sincerely,



Ronald Munn, Jr.
Consultant to Tim Ron Enterprises, LLC

Enclosures

cc: Office of the Governor of Texas
Office of the Lt. Governor
Speaker of the House of Representatives
The Mexican American Legislative Caucus
The Texas Legislative Black Caucus
The Texas Senate Hispanic Caucus

Bossier City, Louisiana - Tulsa, Oklahoma
Tel (318) 780-3987
r.munn@suddenlink.net

2570

WORKFORCE AND SUPPLIER DIVERSITY FORM **WORKFORCE DIVERSITY**

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	9	6	3	5	3	1	0	0	0	0	0	0	0
Professionals	3	3	0	3	0	0	0	0	0	0	0	0	0
Technicians	21	15	6	14	6	1	0	0	0	0	0	0	0
Sales Workers	3	2	1	2	1	0	0	0	0	0	0	0	0
Office and Clerical	4	0	4	0	3	0	1	0	0	0	0	0	0
Craft Workers (Skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives (Semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	3	0	3	0	2	0	0	0	1	0	0	0	0
Previous Year Totals	31	18	13	18	13	0	0	0	0	0	0	0	0
This Year Totals	43	26	17	24	15	2	1	0	1	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 be counted as zero. Click anywhere outside of chart to exit.

WORKFORCE AND SUPPLIER DIVERSITY FORM
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)	0.0000%	0.0000%	
Commodities Contracts (4)	0.0000%	0.0000%	
Other Services (5)	0.0000%	0.0000%	
Professional Services Contracts (6)	0.0000%	0.0000%	
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**

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

Network Communications is committed to employing a diverse workforce and places an emphasis on recruiting, training, and employing individuals with the education and skill-sets necessary to perform assigned task. Comparing the reporting period ending September 30, 2014 to the reporting period ending September 30, 2015, Network Communications increased the number of female employees from 13 to 17, the number of African American employees from 0 to 3 and the number of Hispanic employees from 0 to 1.

As a company operating within the community it serves, Network Communications seeks opportunities to diversify its workforce and to utilize the products and services of historically underutilized businesses (HUBs). However, as a company that operates in the service area of much larger competitors, Network Communications has a fiduciary responsibility to make sound economic decisions and to obtain goods and services at the lowest possible price, which outweighs the attempt to achieve an improved statistical number simply for the sake of reporting purposes. Although Network Communications communicated the opportunity for the local HUB community to do business with the Company, the goods and services offered by local HUBs did not meet the requirements necessary for selection.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Network Communications will continue to diversify its workforce and will continue to communicate opportunities with local vendors, including the HUB community, to do business with the Company. During the current reporting period, Network Communications utilized the following programs and activities:

- 1) Identified local organizations with minority and female membership emphasis and communicated employment opportunities with Network Communications.
- 2) Identified local educational institutions and communicated, through the educational employment outreach programs, available employment opportunities.
- 3) Provided workforce diversity related employee training.
- 4) Offered available work-related training and advancement opportunities to current employees.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

- (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 Network Communications will pursue the following programs and activities, which are designed to place an emphasis on workforce diversity and provide historically underutilized businesses the opportunity to do business with the Company:

- 1) Identify local organizations with minority and female membership emphasis and communicate employment opportunities with Network Communications.
- 2) Identify local educational institutions and communicate, through the educational employment outreach programs, available employment opportunities.
- 3) Provide workforce diversity related employee training.
- 4) Offer available work-related training and advancement opportunities to current employees.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

New for the current reporting period have been communication with organizations with minority and female emphasis, which resulted in increased hiring statistics of the same during the current reporting period. Efforts to attract and do business with HUB's have been continuous. Network Communications continues to deliver advanced services to schools, many of which have a large percentage of minority students. The Company is currently evaluating a work-study and intern program, which it believes will provide the greatest opportunity for development of the skills necessary to work in the communications industry, particularly among minority students.