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PUBLIC UTILITY COMMISSION
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December 29, 2015

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

Re: *Project No. 30240, Annual Reports on Five-year Plan to Enhance Supplier and Workforce Diversity - Telephone*

Dear Sir/Madam:

NetworkIP (SPCOA 60925) (the "Company") hereby provides an original and four (4) copies of the Company's Annual Report on Five-year Plan to Enhance Supplier and Workforce Diversity as required in P.U.C. SUBST. R. 26.85.

An extra copy has also been included. Please acknowledge receipt of this filing by date stamping the extra copy and returning it in the self-addressed stamped envelope provided.

If there are any questions regarding this or any other matter, please feel free to contact me at 903-323-4900 or via e-mail at regulatory@networkip.net

Sincerely,



Amanda Hutchison Harris, Esq.
Regulatory Compliance Officer
General Counsel

Enclosures

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

WORKFORCE AND SUPPLIER DIVERSITY FORM

WORKFORCE DIVERSITY

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	10	7	3	5	3	0	0	1	0	1	0	0	0	
Professionals	17	5	12	4	11	0	0	1	1	0	0	0	0	
Technicians	12	10	2	7	1	1	0	2	1	0	0	0	0	
Sales Workers	2	1	1	1	1	0	0	0	0	0	0	0	0	
Office and Clerical	2	0	2	0	2	0	0	0	0	0	0	0	0	
Craft Workers (Skilled)	15	13	2	11	2	0	0	1	0	1	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	0	0	0	0	0	0	0	0	0	0	0	0	0	
Previous Year Totals	60	36	24	30	22	1	0	3	2	2	0	0	0	
This Year Totals	58	36	22	28	20	1	0	5	2	2	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)			%
Commodities Contracts (4)			%
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.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Not applicable. No plan was prepared or submitted for the previous year.

**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:**

Not applicable. As indicated in the response to No. 1 preceding, no plan was prepared or submitted for the previous year. As a result, no specific initiatives, programs, and activities have been prepared by the Company.

- (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:**

It is the policy of NetworkIP to base employment decisions on job-related requirements and an individual's qualifications to perform the job. Employment decisions are made without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, membership or an application for membership in a uniformed service such as the military or a public heal service or any other status protected by federal, state, or local law. We will also develop appropriate procedures to support and encourage the utilization of small and HUB companies and contractors where available.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Not applicable. Consistent with the response to No. 1 preceding, no plan has been previously prepared or filed by NetworkIP.