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March 9, 2005

Public Utility Commission of Texas
1701 N. Congress Avenue
Austin, TX. 78711
Attn: Records Department

To PUC:

Attached are copies of Project Number 30238 (~~Workforce Diversity~~) & Project Number 30240 (~~PUB report~~) sent in under Signature Telecommunications, Inc. on December 9th, 2004. These worksheets represent figures for Randy White Telecommunications, Inc.

Please let us know if you need any further information.

Sincerely,


Lori W. Sanchez
President

Project No. 30240

**REQUIRED FILING
BY TELECOMMUNICATIONS
UTILITIES REGARDING
HUB**

**PUBLIC UTILITY COMMISSION
OF TEXAS**

**STATEMENT OF SIGNATURE TELECOMMUNICATIONS, INC. dba RANDY WHITE
TELECOMMUNICATIONS, INC.**

**Lori W. Sanchez – President
Signature Telecommunications, Inc.
dba Randy White Telecommunications, Inc.
17250 Dallas Parkway Ste. 200
Dallas, Texas 75248**

December 15, 2004

WORKFORCE AND SUPPLIER DIVERSITY FORM

RWT, Inc. aims to utilize small and minority owned businesses in the procurement of goods and services. With the company's emphasis on utilizing and promoting local or surrounding area business economic organizations that promote the use of small and minority owned businesses.

This filing is submitted on behalf of Signature Telecommunications dba Randy White Telecommunications; hereinafter referred as "RWT". Pursuant to the Commission's request, RWT submits its response to the requirements of Section 52.256(b):

I. Workforce Diversity:

Since the formation of RWT in September 1998, RWT has developed a diverse workforce. RWT is an Equal Opportunity Employer. RWT's employees were 13% Hispanic, 1% African American and 66% were female as of 09/30/2004.

Small Businesses and HUB's:

RWT aims to utilize small businesses in the procurement of goods and services. With the company's emphasis on utilizing and promoting local or surrounding area business economic growth, RWT plans to continue its involvement in local, county and state organizations that promote the use of small businesses.

II. Five-Year plan to enhance Workforce Diversity:

A. During each year of the Plan, RWT will ensure the following nondiscrimination and equal opportunity initiatives to help enhance the diversity of its workforce:

1. Policy:

- a. RWT will take appropriate steps to ensure that all employees are advised of its policy of nondiscrimination and intent to actively provide equal employment opportunity.
- b. RWT will post notices in its offices informing job applicants of their equal employment rights and their rights to contact the EEOC, the FCC, or other appropriate agency. These notices will be posted in both English and Spanish.
- c. This policy will be provided to all employees in the RWT employee handbook. All personnel in a position to implement this policy, including those engaged in recruiting, training, managing employees and other personnel activities are and will be fully advised of this policy and of their responsibilities with respect to it.
- d. RWT will establish communication and feedback with all management and department levels to ensure application of its equal opportunity policy throughout the entire Organization.

2. Recruitment of Employees:

- a. RWT will continue to maintain a conspicuous notice on its employment application informing prospective employees that RWT does not engage in discrimination on the basis of sex, race, color, religion, national origin or any other unlawful basis, and applicants may notify the EEOC, the FCC, or other appropriate agency if they believe they have been the subject of discrimination.
- b. Where appropriate, employment advertisements will be placed in newspapers that are widely read by women or minority groups in the recruiting area.
- c. RWT will also encourage present employees to refer minority and female applicants for open positions.

3. Selection and Hiring:

- a. RWT will instruct employees who make hiring decisions that all applicants for all jobs are to be considered without discrimination.
- b. RWT will continue to avoid use of selection techniques or tests that have the effect of discriminating against minority groups or females.

4. Placement and Promotion:

- a. RWT will continue to instruct management that minority employees and women are to be considered for positions and advancement without unlawful discrimination, and job areas in which there is little or no minority or female representation should be reviewed to determine whether this results from discrimination.
 - b. RWT will provide minority groups and female employees with equal opportunities for positions that lead to higher positions.
 - c. Inquiring as to the interest and skills of lower-paid employees, with respect to higher-paid positions, followed by assistance, counseling, and effective measures to enable employees with interest and potential to qualify for such positions.
 - d. Reviewing seniority practices to ensure that such practices are non-discriminatory and do not have an unlawfully discriminatory effect.
5. Training:
All RWT training will be regularly reviewed to ensure that qualified female and minority-group candidates, as well as all other employees, are provided the opportunity to participate. Appropriate steps will be taken to encourage female and minority-group employees to increase their skills and job potential through participation in available training and educational programs.
6. Compensation:
- a. RWT will seek to ensure that there is no disparity in the compensation received by female and minority-group employees and other employees for performing equivalent duties equally well, and that opportunities for performing overtime or otherwise earning increased compensation are afforded without discrimination to all employees.
 - b. RWT will periodically review rate of pay and benefits to ensure that no inequities exist. If any are found, the rates will be adjusted to eliminate the disparities.

NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR														
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	Company	Totals	Caucasian	African American	Hispanic	Asian	American Indian							
Officials and Managers	9	2	7	2	6				1					
Professionals	1		1		1									
Technicians	2	2		2										
Sales Workers	19	8	11	6	10		1	2						
Office and Clerical	13	2	11	2	9			2						
Craft Workers (Skilled)														
Operatives (Semi-skilled)														
Laborers (Unskilled)	1	1						1						
Service Workers														
Previous Year Totals	64	25	39	22	28	1	6	2	4	0	0	0	0	1
Year Totals	45	15	30	12	26	0	1	3	3	0	0	0	0	0