



Control Number: 30240



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# WORKFORCE AND SUPPLIER DIVERSITY FORM WORKFORCE DIVERSITY

PATHWAY COM-TEL, INC  
PUC#30240

| Occupational Categories   | NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR |                |        |           |        |                     |        |          |        |       |        |                 |        |  |
|---------------------------|--------------------------------------------------------|----------------|--------|-----------|--------|---------------------|--------|----------|--------|-------|--------|-----------------|--------|--|
|                           | Combined<br>Total                                      | Company Totals |        | Caucasian |        | African<br>American |        | Hispanic |        | Asian |        | American Indian |        |  |
|                           |                                                        | Male           | Female | Male      | Female | Male                | Female | Male     | Female | Male  | Female | Male            | Female |  |
|                           |                                                        |                |        |           |        |                     |        |          |        |       |        |                 |        |  |
| Officials and Managers    | 0                                                      | 0              | 0      |           |        |                     |        |          |        |       |        |                 |        |  |
| Professionals             | 0                                                      | 0              | 0      |           |        |                     |        |          |        |       |        |                 |        |  |
| Technicians               | 0                                                      | 0              | 0      |           |        |                     |        |          |        |       |        |                 |        |  |
| Sales Workers             | 0                                                      | 0              | 0      |           |        |                     |        |          |        |       |        |                 |        |  |
| Office and Clerical       | 0                                                      | 0              | 0      |           |        |                     |        |          |        |       |        |                 |        |  |
| Craft Workers (Skilled)   | 0                                                      | 0              | 0      |           |        |                     |        |          |        |       |        |                 |        |  |
| 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          | 0                                                      | 0              | 0      | 0         | 0      | 0                   | 0      | 0        | 0      | 0     | 0      | 0               | 0      |  |

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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.

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**WORKFORCE AND SUPPLIER DIVERSITY FORM**  
**HUB & SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT**

| <b>Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement</b> | <b>Actual % for Previous FY</b> | <b>Actual % for Current FY</b> | <b>Percentage Change</b> |
|--------------------------------------------------------------------------------------------------------------|---------------------------------|--------------------------------|--------------------------|
| Construction Contracts (3)                                                                                   | 0.0900%                         | 0.0834%                        | -7.33%                   |
| Commodities Contracts (4)                                                                                    | 0.0000%                         | 0.2200%                        | %                        |
| Other Services (5)                                                                                           | 3.0000%                         | 1.3500%                        | -55.00%                  |
| Professional Services Contracts (6)                                                                          | 1.0000%                         | 0.9000%                        | -10.00%                  |
| Major Equipment (7)                                                                                          | 0.0000%                         | 0.0000%                        | %                        |
| Other (8)                                                                                                    | 0.0000%                         | 0.8300%                        | %                        |

(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:**

Pathway has continued to follow the procedures as in previous years in the consideration and utilization of HUB's. We will continue, as we have in previous years, to take bids for services. We are open to new companies as long as the workmanship and service are of the highest quality and the price is competitive. We feel quite confident that we always exercise fairness and non-discrimination with regard our vendors. The workforce diversity report requires that we do a mail out once every other year. This year we again mailed requests; of the 203 vendors, we did business with this year we have had usable response from 6. That is a cumulative number from the inception of this reporting requirement. We had one vendor that wrote a letter refusing to give us any information they said "the code referenced (Tex Gov't code @ 481.101 (1995) has been repealed and not replaced so we are not responding to your request." As I have said in the past, based on the lack of vendor's response: the data in this report would be a totally unreliable source as a basis of opinion on HUB utilization.

## **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:**

Are initiatives being the same as in past years, they are very successful. This report does not reflect our efforts or the use of HUBs or minority businesses.

- (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:**

Pathway's parent company will continue in its efforts to hire talented and experienced individuals to serve the diverse population of the exchanges we serve. Due to the lack of turnover in our workforce, we are limited when it comes to hiring new people. As our company grows we plan to add employees to meet the needs of our customers and, as always, we will not discriminate. As business diversity grows in our area we will welcome the addition of new vendors in the telecommunications industry and will be willing to allow them to bid on projects or perform service or repairs on our equipment as long as the standards of the company are not compromised. We did a bi- yearly mailing in June but the responses we received were few and many were not completed correctly. The data received and reported on this report is not representative of or vendors' diversity.

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

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

Progress made by the utility to use diversely owned business is very successful, but this report does not relay that success.