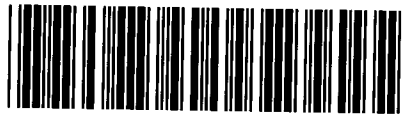


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WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY
WINDSTREAM

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	59	54	5	45	4	1		7		1	1			
Professionals	122	98	24	73	19	8	2	4		13	3			
Technicians	181	176	5	128	5	26		21				1		
Sales Workers	72	51	21	38	18	6	1	5	2			2		
Office and Clerical	15	7	8	5	6	1		1	1		1			
Craft Workers (Skilled)	177	177	0	149		4		20		1		3		
Operatives (Semi-skilled)	0	0	0											
Laborers (Unskilled)	0	0	0											
Service Workers	1	1	0	1										
Previous Year Totals	598	527	71	413	61	40	3	53	5	14	2	7	0	
This Year Totals	627	564	63	439	52	46	3	58	3	15	5	6	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.

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

Construction Contracts (3)		2.4600%	0.0200%	-99.19%
Commodities Contracts (4)		0.3200%	1.5600%	387.50%
Other Services (5)		0.6800%	0.0500%	-92.65%
Professional Services Contracts (6)		0.1300%	1.5400%	1084.62%
Major Equipment (7)		0.0000%	0.0200%	%
Other (8)		0.0510%	1.7000%	3233.33%

(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:**

Human Resources:

Employee training was conducted for new hires.

Windstream has policies in place to identify qualified candidates for positions without regard to race, color, religion, sex, age, national origin, military status, disability, sexual orientation or gender identity.

Windstream provides training and development to employees and managers.

Windstream utilizes a service to ensure that job openings are sent to websites that target minorities, females, veterans, persons with disabilities, and state job services agencies.

Windstream uses affirmative action recruiting strategies, shares its recruiting program with field locations, and attempts to identify minority and female candidates for senior management.

Windstream sends notice of recruitment and job fair attendance to minority groups on college campuses.

In 2015, Windstream created a new talent acquisition position specifically designated solely on the recruiting and hiring veterans of the U.S. Armed Services. This has increased the number of veterans in Windstream's workforce.

Procurement:

To increase Windstream's participation in outreach opportunities we participated in the following events in 2016;

2016 Diversity Outreach Events Attended to date and on the horizon for balance Q4:

Q1 Outreach - Attended

- AEDC/SBA Arkansas Procurement Match Making Event Planning Committee, Little Rock, February 2016
- WBENC Climb to the Summit, Phoenix AZ, March 2016

Q2 Outreach - Attended

- AEDC/SBA Arkansas Procurement Match Making Event Planning Committee, Little Rock, April 2016
- AEDC/SBA Arkansas Procurement Match Making Event Kick Off Meeting, Little Rock, May 2016
- WBENC National Conference, Orlando FL, June 2016

WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

Q3 Outreach – Attended

- AEDC/SBA Arkansas Procurement Match Making Event Planning Committee, Little Rock, July 2016
- AEDC/SBA Arkansas Procurement Match Making Event Planning Committee, Little Rock, August 17, 2016
- Southern Region Minority Supplier Development Council ("SRMSDC") Gateway Business Expo and Match Making Event, New Orleans LA, August 24-24, 2016
- AEDC/SBA Arkansas Procurement Match Making Event Planning Committee, Little Rock, August 31, 2016
- AEDC/SBA Arkansas Procurement Match Making Event Little Rock, September 8, 2016 (this is the actual Event)
- Women's Business Council ("WBC") – Southwest, Harvesting Partnerships, Dallas TX; September 8, 2016

Q4 Outreach

- Women's Business Council ("WBC") – Southwest, Power to Potential Business, Dallas TX, November 8, 2016

The conference activities included various workshops designed to enhance our knowledge base of best in class diversity programs. In addition, Windstream attending match making events with diverse vendors aimed at increasing the diverse supplier base and identifying possible future business opportunities.

Windstream has a link to the Small Business Administration Dynamic Search Tool placed on the Windstream Procurement page. This search tool is available to all Windstream employees to assist in the identification of small and diverse businesses to participate in potential business opportunities.

**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:**

Human Resources:

Overall, Windstream's recruiting, training, and affirmative action plans have aided in hiring greater percentages of women and minorities in its 2015-2016 affirmative action plan year than in the previous 2014-2015 plan year.

Procurement:

Windstream continued participation in local, regional and national outreach programs enhanced our diversity supplier base. The matchmaking events at the diversity events Windstream participants in has allowed Windstream to make contact with diverse suppliers that can support our business requirements.

- (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:**

Human Resources:

Windstream will continue to use its Diversity Hiring Report to identify strengths and weaknesses in its utilization of labor across the population demographics.

Windstream will continue its affirmative action recruiting strategies, will share its recruiting program with field locations, and continue to identify minority and female candidates for senior management positions.

Windstream will continue to provide training to its managers and employees.

Windstream will continue to emphasize the importance of diversity to management.

WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

Procurement:

Windstream will continue to emphasize the importance of diversity to management. In 2017 Windstream will maintain our Corporate Membership status with following organizations; Women's Business Enterprise National Council, Women's Business Council Southwest, National Minority Supplier Diversity Council, Southern Region Minority Supplier Development Council. Windstream will also attend the WBENC National Conference & Business Fair, National Minority Supplier Development Council Conference and Business Opportunity Fair, Arkansas Procurement Conference and will identify various national, regional and local diversity events to attend.

Participation in these events will allow Windstream to continue to build and develop the supplier diversity program in 2017.

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

Windstream has hired greater percentages of women and minorities in its 2015-2016 affirmative action plan year than in the 2014-2015 plan year.

Procurement and Human Resources personnel are available to help locate women and minority groups to use as recruiting sources for activities to promote community/supplier diversity.