



Control Number: 30240



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Morning Star Consulting, LLC

Compliance and Regulatory Solutions 2016 DEC 30 AM 10:10

PUBLIC UTILITY COMMISSION
FILING CLERK

December 28, 2016

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

2754

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
Professionals	3	3	0	3	0		0	0	0	0	0	0	0
Technicians	24	18	6	16	5	2	0	0	1	0	0	0	0
Sales Workers	2	2	0	2	0	0	0	0	0	0	0	0	0
Office and Clerical	5	1	4	1	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	4	0	4	0	3	0	0	0	1	0	0	0	0
Previous Year Totals	43	26	17	24	15	2	1	0	1	0	0	0	0
This Year Totals	47	30	17	27	14	3	1	0	2	0	0	0	0

OTE: 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:**

Tim Ron Enterprises, LLC dba Network Communications Telecom (Network Communications, Company) 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. Network Communications uses a number of recruiting sources to attract candidates including, but not limited to, posting of openings on the Company's website, which affords current employees the opportunity to apply and be considered for career tracks within the organization, local print media and broadcast networks, local colleges and universities, and various online job posting sites. Print and broadcast media focus on programming and distribution that appeals to a diverse audience.

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:**

Comparing the reporting period ending September 30, 2015 to the reporting period ending September 30, 2016, Network Communications increased its total number of employees by 4, an overall increase of 9%. Of these, 50% represented and were filled by a minority group. Overall, the company increased the number of African American employees by 25% and the number of Hispanic employees by 50%. The increase in minority employees was the result on a continued focus on diversity in the Company's recruiting initiatives.

**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 continue its emphasis on employee development while focusing on diverse recruiting programs in order to attract and retain qualified individuals for employment. The company will also periodically review its sourcing options to ensure it reaches a diverse population of candidates and will continue to 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:

Communication with organizations with minority emphasis resulted in increased hiring statistics of the same during the current reporting period.

The Company also placed an emphasis on improving employee retention and focused on developing current employees for career progression within the organization, which allowed Company leadership to work with employees and develop those skills necessary to allow them to move to the next level. As a part of its annual employee performance review, manager's worked with employee's to establish goals within the organization and to focus on personal development.

The Company also focused on training and emphasized not only on skills necessary to succeed in a current job capacity, but also provided for cross training, which exposed employees to a diverse number of career opportunities within the organization.

Network Communications also emphasized respect for diversity, both off and on the job, and offered diversity training to all employees that represented the same diversity found in the markets it served.

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.