



Control Number: 30240



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PUBLIC UTILITY COMMISSION
FILING CLERK

January 24, 2017
Via Overnight Delivery

Sir or Madam, Central Records
Texas Public Utility Commission
1701 N. Congress Avenue
Austin, TX 78711

RE: Transtelco, Inc.
Annual Progress on Five Year Plan to Enhance Supplier and Workforce Diversity
Project No. 30240

Dear Sir or Madam:

Enclosed for filing please find the original and three (3) copies of the Annual Progress on Five Year Plan to Enhance Supplier and Workforce Diversity submitted on behalf of Transtelco, Inc. A copy of this filing is also being sent to the service list as stated in Attachment A.

Any questions you may have regarding this filing should be directed to my attention at 407-740-3005 or via email to swarren@tminc.com. Thank you for your assistance in this matter.

Sincerely,

Sharon R. Warren
Consultant to Transtelco, Inc.

cc: Jorge Nettel - Transtelco
tms: TXx1701

Enclosures
SW/mp

2780

Attachment A

Office of the Governor of Texas
P.O. Box 12428
Austin, TX 78711-2428

Office of the Lieutenant Governor of Texas
P.O. Box 12068
Austin, TX 78711-2066

Office of the Speaker of the House
Texas House of Representatives
Room 2W.13
PO Box 2910
Austin, TX 78768

Texas Legislative Black Caucus
Room E1.506
Capitol Extension
Austin, TX 78701

Texas Senate Hispanic Caucus
Capital Station
P.O. Box 12068
Austin, TX 78711

Mexican-American Legislative Caucus
2012 West 13th Street
Austin, TX 78701

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	7	2	2	1				5	1				
Professionals	12	11	1	3				8	1					
Technicians	10	10	0	2				8						
Sales Workers	2	2	0	1				1						
Office and Clerical	2	0	2						2					
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	35	32	3	4	1			28	2					
This Year Totals	35	30	5	8	1	0	0	22	4	0	0	0	0	0

NOTE:   

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)		100.0000%	100.0000%	0.00%
Commodities Contracts (4)				%
Other Services (5)				%
Professional Services Contracts (6)		100.0000%	100.0000%	0.00%
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:**

From a hiring and staffing perspective Transtelco is extremely diverse as demonstrated by the actual data. No further action is required as diversity is a proven part of our management culture.

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:**

Our employment diversity is demonstrated by the data and is very representative of the communities we operate in.

All our construction and all our professional services providers are small 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:**

As a small company we have not actively tracked contractor and supplier diversity. We will endeavor to collect data from those major suppliers for the current year.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

A diverse bilingual staff is in place. Our website is bilingual. We cater to both English and Spanish speaking customers.