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**WORKFORCE AND SUPPLIER DIVERSITY FORM  
WORKFORCE DIVERSITY**

**PATHWAY COM-TEL, INC. PUC # 30240**

**2017**

**NO EMPLOYEES**

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	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										
<b>Previous Year Totals</b>	0	0	0										
<b>This Year Totals</b>	0	0	0	0	0	0	0	0	0	0	0	0	0

**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**  
**PATHWAY COM-TEL, INC. PUC # 30240                      2017**

<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)	0.0834%	0.0611%	<b>-26.71%</b>
Commodities Contracts (4)	0.2200%	0.0014%	<b>-99.37%</b>
Other Services (5)	1.3500%	0.0197%	<b>-98.54%</b>
Professional Services Contracts (6)	0.9000%	0.0512%	<b>-94.31%</b>
Major Equipment (7)	0.0000%	0.0122%	<b>%</b>
Other (8)	0.8300%	0.0067%	<b>-99.19%</b>

**(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.

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COMPANY INITIATIVES**

**PATHWAY COM-TEL, INC. PUC # 30240**

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**(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 construction 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. This year we again mailed requests; of the 159 vendors we do business with we have had response from 23. That is 14% of our vendors. 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 vendors response: the data in this report would be a totally unreliable source as a basis of opinion on HUB utilization.

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**(2) Make an assessment of the success of each of the specific initiatives, programs, and activities listed above:**

Pathway is a CLEC that operates in a small town in Texas. The availability of HUB's is very limited in our exchange area. Our policy has always been to be fair and non-discriminative. We consider qualified HUB's as long as excellence is maintained. We do not compromise when it comes to service of our customers. Our parent company maintains the commitment to employ a diverse workforce while maintaining the highest levels of qualifications, with emphasis on customer service including, but not limited to, having Spanish speaking service representatives and outside technicians. We try to recruit and train exceptional individuals from the areas in and around the local exchanges that we serve. As far as this report is concerned we feel that the response level of the vendors does not represent the types of companies that we do business with. General knowledge tells us that most of our vendors are small independent businesses, but because they refuse to answer our questionnaires, we cannot report that data.

**(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 continues 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 will again do a mailing in August or September to try and get better data for

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COMPANY INITIATIVES**

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this report.

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

Specific progress that has been made under the plan can be described as: we are doing the best we can do to always be fair in retaining the services of qualified professionals and suppliers of quality, fairly priced commodities. We do business with a diversified range of vendors and if they were willing to give us the data needed to make this report accurate our company would probably know and be able to report being very successful at utilizing HUB's.