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PUBLIC UTILITY COMMISSION
FILING CLERK

November 27, 2018

Commission Filing Clerk
Public Utility Commission of Texas
1701 North Congress Avenue
P. O. Box 13326
Austin, TX 78711-3326

Re: Project Number 30240
2018 Annual Progress Report on Five-Year Plan
to Enhance Supplier and Workforce Diversity

Dear Commission Filing Clerk:

Cumby Telephone Cooperative, Inc. has 14 employees. Per PUC guidelines, companies with less than 16 employees can request a waiver not to file the Workforce Diversity filing that is due by December 28, 2018. Please accept this waiver request we are filing on behalf of our client, Cumby Telephone Cooperative, Inc., due to the fact they have less than 16 employees.

Table 1 of the WFD report is attached for your records. If you have any questions regarding this or any other matter, do not hesitate to call.

Sincerely,

CURTIS BLAKELY & CO., P.C.

Charles A. Albert, CPA, CFE

CAA/na

Attachment

cc: Ms. Karen Julian, Manager
Governor's Office
Lt. Governor's Office
Speaker, Texas House of Representatives
Rep. Rafael Anchia, Mexican-American Legislative Caucus
The Honorable Helen Giddings, Texas Legislative Black Caucus
The Honorable Sylvia R. Garcia, Texas Senate Hispanic Caucus

FA2018\CBANDCO\Workforce Diversity\Cumby-WFD Waiver to PUC.doc

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WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY
Cumby Telephone Cooperative, Inc.
2018

Occupational Categories	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	1	0	1		1								
Professionals	1	1	0	1									
Technicians	3	3	0	3									
Sales Workers	0	0	0										
Office and Clerical	4	0	4		4								
Craft Workers (Skilled)	0	0	0										
Operatives (Semi-skilled)	4	4	0	4									
Laborers (Unskilled)	0	0	0										
Service Workers	0	0	0										
Previous Year Totals	14	8	6	8	6								
This Year Totals	13	8	5	8	5	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.