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Central Texas TeleCommunications

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PUBLIC UTILITY COMMISSION  
FILING CLERK

December 28, 2018

Public Utility Commission of Texas  
1701 N. Congress Avenue  
PO Box 13326  
Austin TX 78711-3326

RE: Workforce and Supplier Diversity Form  
PUC Project No. 30240

Dear Sir or Madam:

Enclosed please find Central Texas Communications, Inc.'s Workforce and Supplier Diversity Form. Central Texas Communications, Inc. is reporting zero employees for the reporting period and therefore provides no diversity documentation.

Thank you for your attention to this matter. Should you have any questions, please contact our office.

Copies of the Workforce Diversity Form are being mailed to the following legislative offices: Governor, Lt. Governor, Speaker of the House of Representatives, Black Caucus, Hispanic Caucus, and Mexican American Caucus.

Sincerely,

CENTRAL TEXAS COMMUNICATIONS, INC.

A handwritten signature in cursive script that reads "Alan De La Cruz".

Alan De La Cruz  
Staff Accountant

Enclosures

Connected To The Community

T 325-649-2237  
TF 800-535-8904  
F 325-938-5606

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www.cente.net

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3080

# **WORKFORCE AND SUPPLIER DIVERSITY FORM** **WORKFORCE DIVERSITY**

ENTRAL TEXAS COMMUNICATIONS INC

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										
Previous Year Totals	0	0	0										
This Year Totals	0	0	0	0	0	0	0	0	0	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 entered 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**

CENTRAL TEXAS COMMUNICATIONS INC

<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)			%
Commodities Contracts (4)			%
Other Services (5)			%
Professional Services Contracts (6)			%
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**

CENTRAL TEXAS COMMUNICATIONS INC

- (1) Describe the specific initiatives, programs, and activities undertaken under the plan during the preceding year:**

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

CENTRAL TEXAS COMMUNICATIONS INC

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

- (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:**

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

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

CENTRAL TEXAS COMMUNICATIONS INC