



Control Number: 30240



Item Number: 3103

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PUBLIC UTILITY COMMISSION
FILING CLERK

December 19, 2018

Public Utility Commission of Texas
P. O. Box 13326
1701 N. Congress Avenue
Austin, Texas 78711-3326

RE: Project 30240 – Annual Progress Report on Five-Year Plan to Enhance Supplier and Workforce Diversity for Border to Border Communications, Inc.

Pursuant to §26.85(e), enclosed for filing are four (4) copies of the Annual Progress Report on the Implementation of the Five-Year Plan to Enhance Supplier and Workforce Diversity. This filing is being made in Project 30240. Also enclosed is a copy of Border to Border Communications Inc.'s (Border) HUB report to be included with this filing.

In accordance with §26.85(i), since Border has less than sixteen employees in the State of Texas, Border's report is only required to include the information required in §26.85(f)(1).

Consistent with the requirements of the approved rule, copies of this report are also being provided to: (1) the Governor; (2) Lieutenant Governor; (3) Speaker of the House; (4) Texas Senate Hispanic Caucus; (5) Texas Legislative Black Caucus; and (6) Mexican-American Legislative Caucus.

If you have any questions concerning this report, please contact me at (956) 936-2000

Border to Border Communications, Inc.

Herman C. Roark, Jr.
President

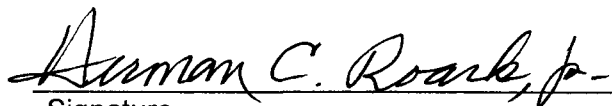
cc w/attachment: The Governor's Office
 The Lt. Governor's Office
 The Speaker's Office
 Texas Legislative Black Caucus
 Texas Senate Hispanic Caucus
 Mexican-American Legislative Caucus



STATEMENT OF ATTESTATION

STATE OF TEXAS
COUNTY OF KERR

I, Herman C. Roark, Jr., the attestator, sign my name to this instrument this 19th day of December, 2018, and being a duly authorized officer Border to Border Communications, Inc., do hereby declare and affirm that the attached report from Border to Border Communications, Inc., titled: Annual Progress Report on Five-Year Plan to Enhance Supplier and Workforce Diversity was prepared with my personal knowledge and the information contained therein is true and correct.


Signature

President
Title

December 19, 2018
Date

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	3	2	1	2	1								
Professionals	0	0	0										
Technicians	1	1	0	0				1					
Sales Workers	0	0	0										
Office and Clerical	3	0	3		3								
Craft Workers (Skilled)	2	1	1	1					1				
Operatives (Semi-skilled)	0	0	0	0									
Laborers (Unskilled)	1	0	1						1				
Service Workers	0	0	0										
Previous Year Totals	11	5	6	4	4	0	0	1	2	0	0	0	0
This Year Totals	10	4	6	3	4	0	0	1	2	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.

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)	8.7720%	10.4000%	18.56%
Commodities Contracts (4)	0.0000%	12.0000%	%
Other Services (5)	0.3880%	19.7000%	4977.32%
Professional Services Contracts (6)	28.0900%	26.3000%	-6.37%
Major Equipment (7)	0.0000%	0.0000%	%
Other (8)	2.5200%	31.5000%	1150.00%

(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:**

No plan has been prepared or submitted for the previous year.

**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:**

See answer for question number one.

- (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:**

We will continue to seek out and utilize small HUB companies and contractors to perform needed services.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

See answer for question number one.