



Control Number: 30240



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PUBLIC UTILITY COMMISSION
FILING CLERK

December 28, 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 Filing Clerk:

Pursuant to §26.85(f)(1), enclosed for filing are four (4) copies of the Workforce and Supplier Diversity Form denoting our Workforce Diversity.

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) Legislative Black Caucus; (5) Mexican American Legislative Caucus and Texas Senate Hispanic Caucus, (6) Texas Senate Hispanic Caucus.

If you have any questions regarding this report, please do not hesitate to email us at rtc@rivnet.com or to call us Monday through Friday from 8:30 a.m. to 5:00 p.m.

Sincerely,

Leslie Colston
President

cc The Honorable Greg Abbott
 Lt. Governor Dan Patrick
 The Honorable Joe Straus
 The Honorable Rafael Anchia
 The Honorable Helen Giddings
 The Honorable Sylvia R. Garcia

3105

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	5	3	2	2				1	2				
Professionals	2	1	1	1	1								
Technicians	5	5	0	3				2					
Sales Workers	0	0	0										
Office and Clerical	2	0	2						2				
Craft Workers (Skilled)	0	0	0										
Operatives (Semi-skilled)	0	0	0										
Laborers (Unskilled)	1	1	0					1					
Service Workers	1	0	1		1								
Previous Year Totals	0	0	0										
This Year Totals	16	10	6	6	2	0	0	4	4	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.

(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.