



Control Number: 30240



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**Curtis
Blakely & Co., PC**

CERTIFIED PUBLIC ACCOUNTANTS & CONSULTANTS

December 23, 2019

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

Re: Project Number 30240
2019 Annual Progress Report on Five-Year Plan
to Enhance Supplier and Workforce Diversity

Dear Commission Filing Clerk:

Cumby Telephone Cooperative, Inc. has 12 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 30, 2019. 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.

Tessa Fowler, CPA, CFE

TF/na

Attachment

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

1 - 2019 CBANDCO Workforce Diversity Cumby WFD Waiver to PUC.doc

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WORKFORCE AND SUPPLIER DIVERSITY FORM

WORKFORCE DIVERSITY

Cumby Telephone Cooperative, Inc.

2019

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	0	0	0										
Technicians	7	7	0	7									
Sales Workers	0	0	0										
Office and Clerical	4	0	4		4								
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	13	8	5	8	5								
This Year Totals	12	7	5	7	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.