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December 21, 2020



Filing Clerk  
Public Utility Commission of Texas  
1701 North Congress Avenue  
Austin, TX 78701

Re: Project No. 30240 – Annual Progress Reports on Five-Year Plan to Enhance Supplier and Workforce Diversity – 2020 Report

Dear Filing Clerk:

On behalf of La Ward Telephone Exchange, Inc. ("La Ward"), and pursuant to 16 TAC § 26.85(e), please find enclosed for filing in the above-referenced project an original and three (3) copies of the 2020 Annual Progress Report on the Five-Year Plan to Enhance Supplier and Workforce Diversity.

Consistent with 16 TAC §26.85(e), copies of this report are also being provided to: The Governor's Office, The Lt. Governor's Office, The Texas House of Representatives, The Texas Legislative Black Caucus, The Texas Senate Hispanic Caucus, and The Mexican-American Legislative Caucus.

Please feel free to contact me at 830.895.7242 or [stephanie.griffin@vantagepnt.com](mailto:stephanie.griffin@vantagepnt.com) with any questions or concerns.

Sincerely,

Stephanie Griffin  
Authorized Representative for  
La Ward Telephone Exchange, Inc.

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

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**WORKFORCE AND SUPPLIER DIVERSITY FORM**  
**WORKFORCE DIVERSITY**  
**LA WARD TELEPHONE EXCHANGE, INC.**  
**PROJECT NO. 30240 For Reporting Period October 1, 2019 through September 30, 2020**

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	2	0	2		2								
Professionals	0	0	0										
Technicians	5	5	1	4			1						
Sales Workers	0	0	0										
Office and Clerical	2	0	2		1				1				
Craft Workers (Skilled)	0	0	0										
Operatives (Semi-skilled)	0	0	0										
Laborers (Unskilled)	0	0	0										
Service Workers	0	0	0										
<b>Previous Year Totals</b>	10	6	4	5	3	0	0	1	1	0	0	0	0
<b>This Year Totals</b>	9	4	5	4	3	0	1	0	1	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.