



Control Number: 30240



Item Number: 3286

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# North Texas Telephone Company

Administrative Offices:  
P. O. Box 290  
DeLeon, Texas 76444  
(254)893-4600



December 22, 2020

Public Utility Commission of Texas  
ATTN: Filing Clerk  
1701 North Congress Avenue  
P. O. Box 13326  
Austin, TX 78701

RE: Project 30240 Workforce Diversity for North Texas Telephone Company

Dear Sirs:

Per current PUC on-line filing instructions due to COVID-19 and pursuant to §26.85(e), enclosed for filing is the Annual Workforce Diversity Report for North Texas Telephone Company. This filing is being made in Project 30240 as advised by PUC's Central Records Clerk.

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) Mexican-American Legislative Caucus;
- (5) Texas Legislative Black Caucus;
- (6) Texas Senate Hispanic Caucus;

If you have any questions concerning this report, please contact Deborah Beck at 254-893-4600.

Regards,

JENNIFER PRATHER  
Vice-President and General Manager

JP/db  
Encs.

3286

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cc (w/Enc.): The Office of the Governor  
The Office of the Lt. Governor  
The Speaker's Office  
Mexican American Legislative Caucus  
The Texas Legislative Black Caucus  
The Texas Senate Hispanic Caucus

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

North Texas Telephone Company has NO employees.

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

**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**

Construction Contracts (3)	0.0000%	0.0000%	%
Commodities Contracts (4)	0.0000%	0.0000%	%
Other Services (5)	9.4000%	4.0000%	<b>-57.45%</b>
Professional Services Contracts (6)	28.2000%	26.0000%	<b>-7.80%</b>
Major Equipment (7)	0.0000%	0.0000%	%
Other (8)	0.0000%	0.0000%	%

**(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.