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Public Utility Commission of Texas
Central Records
1701 N. Congress, Suite 8-100
Austin, TX 78701

RE: Workforce Diversity – Windstream Services Companies
Project Number/Control Number 30240
12-Month Period Ended September 30, 2021

Dear Sir/Madam:

Pursuant to Substantive Rule §26.85(e), please find enclosed the Windstream Services companies' Annual Progress Report on the Implementation of the Five-Year Plan to Enhance Supplier and Workforce Diversity.

The Windstream companies include:

Texas Windstream LLC;
Valor Telecommunications of Texas LLC, dba Windstream Communications Southwest;
Windstream Communications Kerrville LLC;
Windstream Sugar Land, LLC.

If you have any questions regarding this filing, please contact the undersigned.

Sincerely,
Becky West
Becky West
Staff Manager – Regulatory Compliance
Windstream
becky.west@windstream.com

WORKFORCE AND SUPPLIER DIVERSITY FORM **WORKFORCE DIVERSITY**

Windstream Services Companies including: Texas Windstream LLC, Valor Telecommunications of Texas LLC (dba Windstream Communications Southwest), Windstream Communications Kerrville LLC and Windstream Sugar Land LLC

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	21	21	0	17	0	1	0	2	0	0	0	1	0
Professionals	8	6	2	2	1	1	1	3	0	0	0	0	0
Technicians	166	161	5	119	5	20	0	20	0	1	0	1	0
Sales Workers	9	9	0	6	0	3	0	0	0	0	0	0	0
Office and Clerical	2	0	2	0	1	0	0	0	1	0	0	0	0
Craft Workers (Skilled)	162	161	1	128	0	5	1	27	0	0	0	1	0
Operatives (Semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	1	1	0	1	0	0	0	0	0	0	0	0	0
Previous Year Totals	263	261	2	211	0	10	2	36	0	1	0	3	0
This Year Totals	369	359	10	273	7	30	2	52	1	1	0	3	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)	0.883673950	0.848322172	-4%
Commodities Contracts (4)	0.008102288	0.002290439	-72%
Other Services (5)	0.008904691	0.010239587	15%
Professional Services Contracts (6)	0.097824283	0.090906022	-7%
Major Equipment (7)	0.002236263	0.002341839	5%
Other (8)	0.000109606	0.000110688	1%

(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:

Windstream is committed to enhancing business opportunities for small, minority, and women-owned business enterprises (SBE, M/WBE) subcontractors. Windstream uses commercially reasonable efforts to include and utilize SBE, M/WBE Supplier firms, provided they are competitive on price, quality, service, and offer the best overall value for goods and services.

In order to continue Windstream's good faith effort to meet our supplier diversity goals we have maintained our Corporate Membership status with the following diversity councils:

Women's Business Enterprise National Council

Women's Business Council Southwest

The continued challenges of COVID-19 into 2021 led to cancellation of many annual and quarterly events previously attended by Windstream. Some events were modified to a virtual environment. Windstream participated in outreach opportunities where these virtual events were available to Windstream.

The virtual activities included various workshops designed to enhance our knowledge base of best in class diversity programs. In addition, Windstream attending virtual match making events with diverse vendors aimed at increasing the diverse supplier base and identifying possible future business opportunities.

Windstream utilizes the Small Business Administration Dynamic Search Tool to identify potential Small Business partners. This search tool is available to all Windstream employees to assist in the identification of small and diverse businesses to participate in potential business opportunities.

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:

While Windstream was limited in 2020-2021 to access certain events, Windstream's continued participation in local, regional and national outreach programs has provided the opportunity to increase our diverse supplier base. The matchmaking events at the diversity virtual events has allowed Windstream to interact with diverse suppliers that can potentially support future business requirements and participate in RFP activities. In this area the Diversity Program continues to improve.

(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:

Windstream will continue to place emphasize on the Supplier Diversity Program. To support the initiative in 2022 Windstream will maintain our Corporate Membership status with the following organizations;

Women's Business Enterprise National Council

Women's Business Council Southwest

If events are held, participation in these events will allow Windstream to continue to build and develop the supplier diversity program in 2022.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Windstream continues to support and participate in local, state and national Supplier Diversity outreach conferences and business fairs where access is possible. The Windstream Corporate Memberships in the diversity councils also supports the council's efforts to promote the importance of a diverse supplier base. As a result of this participation, Windstream is able to increase the number of available diverse suppliers for potential business opportunities.