



Filing Receipt

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Control Number - 30240
ItemNumber - 3372

December 22, 2021

Public Utility Commission of Texas
Central Records
1701 N Congress
PO Box 13326
Austin, TX 78711-3326

RE: Work Force Diversity Plan
PUC Project No. 30240

Dear Filing Clerk,

Enclosed you will find four copies of Central Texas Telephone Cooperative, Inc.'s Workforce and Supplier Diversity Form and our Annual Progress Report on Five-Year Plan to enhance Supplier and Workforce Diversity. You will find a copy of the 2021 HUB Report and our FCC 395 report for the year 2021.

In order to classify a vendor as a HUB, Central Texas Telephone Cooperative, Inc. mailed out a Business Certification form to all our vendors. We then used the report to distinguish each business between HUB and Non-Hub status.

Copies of the Workforce Diversity Form are being mailed to the following legislative offices: Governor, Lt. Governor, Speaker of the House of Representatives, and the Chairman to the Black, Mexican-American, and Hispanic Caucus'.

Please acknowledge receipt of this form by signing and dating this letter below and returning to me in the self-addressed, postage paid envelope.

Sincerely,

CENTRAL TEXAS TELEPHONE COOPERATIVE, INC.



Ana Sanderson
Staff Accountant

Enclosure

I acknowledge receipt of the 2021 Workforce and Supplier Diversity Form for Central Texas Telephone Cooperative, Inc.

Received by: _____ **Title:** _____

Date: _____

Connected To The Community

T 325-648-2237
TF 800-535-8904
F 325-938-5606

1012 Reilly St. PO Box 627
Goldthwaite, TX 76844
www.centex.net

This Institution is an equal
opportunity provider and
employer.

**CENTRAL TEXAS TELEPHONE COOPERATIVE INC. - 2021
WORKFORCE AND SUPPLIER DIVERSITY FORM
PUC Project No. 30240**

Actual = [Total HUB (6) procurement + Total Small Business procurement]/Total Company procurement	Actual for Previous FY	Actual for Current FY	Percentage change
Construction Contracts (1)	46%	19%	-27%
Commodities Contracts (2)	36%	42%	6%
Other Services (3)	85%	84%	-1%
Professional Services Contracts (4)	44%	47%	3%
Major Equipment (5)	75%	68%	-7%
Other			

(1) **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.

(2) **Commodities** -- All materials, goods or tangibles purchased to conduct business, not including fuel or purchased power contracts and major equipment purchases and rentals.

(3) **Other 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.

(4) **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.

(5) **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.

(6) **HUB** -- Business enterprises that are 51% owned and controlled by U.S. citizens who are socially disadvantaged because of their identification as members of certain groups, including African-American, Hispanic, Native American, or Asian Pacific and Women as defined in the Texas Government Code 481.101(1).

(7) **Other** -- Any commodity or service not covered by the above categories.

Five-Year Plan to Enhance Workforce Diversity

CENTRAL TEXAS TELEPHONE COOPERATIVE, INC

PURA Sec. 52.256

January 1, 2021

The following plan is filed to comply with the requirements of the Public Utility Regulatory Act Section 52.256(b) and the Public Utility Commission Project No. 30240 – Compliance Proceeding for Telecommunications Utilities’ Five-Year Plan to Enhance Diversity of its Workforce and Increase Opportunities for Small and Historically Underutilized Businesses. Central Texas Telephone Cooperative, Inc. recognizes the benefits to our customers, our community and our company of having diversity in the workforce and of increasing the amount of business the Company does with small and historically underutilized businesses operating in our community. Central Texas Telephone Cooperative, Inc. is proud of its record to enhance the diversity of our workforce. Over the past several years and given the extent possible in our community, we have seen what we consider to be improved statistics in our workforce numbers and progress in the amount of business Central Texas Telephone Cooperative, Inc. does with small and historically underutilized businesses in our community.

As citizens living and as a business operating within the communities we serve, the management and employees of Central Texas Telephone Cooperative, Inc. continue to seek opportunity to make progress in the areas of diversifying the workforce and utilizing the products and services of small and historically underutilized businesses. However, our commitment to employing and purchasing within the communities we serve when and where possible far outweighs attempting to achieve an improved statistical number in these areas just for reporting purposes.

As a small company, we have and must recognize a fiduciary duty and responsibility to our customers to make good, sound economic policy decisions as well as our community responsibility to purchase goods and services within our own communities when possible. By the very nature of the service area we serve, we are sometimes limited in the local availability of certain equipment and products and must go outside our communities for these mandatory purchases. Therefore, when possible, Central Texas Telephone Cooperative, Inc. contracts with local businesses to provide the goods and services that are available in our communities.

The following report illustrates where we are, and the plans we have to continue the effort to achieve a better company that has an even more diverse workforce and does even more business with small and underutilized business in our community.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

- (1) Describe the specific initiatives, programs, and activities undertaken under the plan during the preceding year:**

Central Texas Telephone Cooperative, Inc. continues to seek opportunities to make progress in the areas of diversifying the workforce and utilizing the products and services of small and historically underutilized businesses. However, our commitment to employing and purchasing within the communities we serve when and where possible far outweighs attempting to achieve an improved statistical number in these areas just for reporting purposes.

As a small company, we have and must recognize a fiduciary duty and responsibility to our customers to make good, sound economic policy decisions as well as our community responsibility to purchase goods and services within our own communities when possible. By the very nature of the service area we serve, we are sometimes limited in the local availability of certain equipment and products and must go outside our communities for these mandatory purchases. Therefore, when possible, Central Texas Telephone Cooperative, Inc. contracts with local businesses to provide the goods and services that are available in our communities.

**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:**

Central Texas Telephone Cooperative believes that the reports presented show strong numbers towards workforce diversity and the amount of business Central Texas Telephone Cooperative, Inc. does with small and historically underutilized businesses in our community while maintaining a commitment to sound economic decisions and supporting our community businesses.

- (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:**

Central Texas Telephone will continue to follow the initiatives and programs laid out by the plan.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

As stated above Central Texas Telephone Cooperative believes the reports show strong numbers towards workforce diversity and the amount of business Central Texas Telephone Cooperative, Inc. does with small and historically underutilized businesses in our community. Large projects and contracts are subject to the bidding process and, do to their size, can sway the numbers on a year to year basis but overall the numbers are strong.

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

SECTION 1 - General Information

1. Name and Mailing Address of Respondent

Central Texas Telephone Cooperative Inc
PO Box 627
Goldthwaite, TX 76844☐ Check here if this
is a change of
address.

2. Year Report Filed

2021

3. Reporting Period (Ending Date of Pay
Period Covered by Report)

05/09/2021

4. Number of Full-Time Employees during Selected
Reporting Period (check one):

- a.
- ☐
- Fewer than 16 (complete Sections I, IV, and V only)
-
- b.
- ☒
- 16 or more (complete all sections)

SECTION II - Full-Time Employees.

Job Categories		Number of Employees (Report employees in only one category)														Total Columns A - N
		Race/Ethnicity														
		Hispanic or Latino		Not-Hispanic or Latino												
				Male						Female						
		Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	
Executive/Senior Level Officials and Managers	1.1			1											1	
First/Mid-Level Officials and Managers	1.2			2					2						4	
Professionals	2			5	1										6	
Technicians	3			4											4	
Sales Workers	4		3						8						11	
Administrative Support Workers	5	1	3	7					9						20	
Craft Workers	6	2		23											25	
Operatives	7														0	
Laborers and Helpers	8														0	
Service Workers	9	1													1	
TOTAL	10	4	6	42	1	0	0	0	0	19	0	0	0	0	72	
PREVIOUS YEAR TOTAL	11	5	4	39	0	0	0	0	0	21	0	0	0	0	69	

SECTION III - Part-Time Employees.

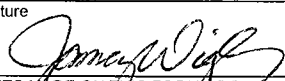
Job Categories		Number of Employees (Report employees in only one category)														Total Columns A - N
		Race/Ethnicity														
		Hispanic or Latino		Not-Hispanic or Latino												
				Male						Female						
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
Executive/Senior Level Officials and Managers	1.1														0	
First/Mid-Level Officials and Managers	1.2														0	
Professionals	2														0	
Technicians	3														0	
Sales Workers	4														0	
Administrative Support Workers	5								5						5	
Craft Workers	6														0	
Operatives	7														0	
Laborers and Helpers	8														0	
Service Workers	9		1												1	
TOTAL	10	0	1	0	0	0	0	0	0	5	0	0	0	0	6	
PREVIOUS YEAR TOTAL	11	0	1	0	0	0	0	0	0	6	0	0	0	0	7	

SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.

- ☒ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.
- ☐ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company.
(Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.)

SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date 05/13/2021	Typed or Printed Name of Person Signing Jamey Wigley	Signature 	Telephone No. (325) 648-2237
Title of Person Signing General Manager		WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).	