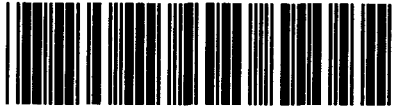




Control Number: 30240



Item Number: 342

Addendum StartPage: 4



April 19, 2005

PUC Filing Clerk  
Public Utility Commission of Texas  
PROJECT NO. 30240  
1701 North Congress Avenue  
Austin, Texas 78711-3326

APR 19 2005 9:05 AM  
PUC FILING CLERK

RE: 2004 Annual Workforce Diversity Form  
Project No. 30240

Dear Sir or Madam:

Attached is our 2004 Workforce Diversity Form.

If you need anything further in this regard, please feel free to contact me at (806) 788-2951 or at [wendyl@ntscom.com](mailto:wendyl@ntscom.com).

Sincerely,

A handwritten signature in black ink, appearing to read "Wendy Lee", with a long horizontal flourish extending to the right.

Wendy J. Lee, SPHR  
Director – Human Resources  
NTS Communications, Inc.  
5307 W. Loop 289  
Lubbock, TX 79414-1610

342

WORKFORCE AND SUPPLIER DIVERSITY FORM  
FOR ANNUAL PERIOD ENDING SEPTEMBER 30, 2004

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

Workforce: We have good diversity in our organization – we have a very diverse workforce. We are an Affirmative Action Employer, therefore we take proactive steps to be sure our employment ratios remain in line with the surrounding population. In order to continue to attract qualified minority applicants, we did continued to do the following:

- Placed ads in the West Texas Hispanic News and other minority newspapers – this helped us to attract some bilingual employees for various departments.
- We posted our job openings on the Texas Workforce Commission Internet site. We felt this might help us reach more minorities, some veterans and possibly some applicants with some disabilities.
- We attended the South Plains Job Fair which is sponsored by the Texas Workforce Commission. They encourage their job applicants to attend the job fair and we were able to attract a good number of minority applicants.
- We have remained in contact with International Business College. A large percentage of their students are minorities or females. We have hired several of their student graduates and have also done several internships for them, sometimes hiring the interns once they complete their internship with us.
- We sent letters to various agencies that help to place minorities, veterans or applicants with disabilities.
- We post all of our job openings internally through our e-mail system. This gives all of the females and minorities we have already working a chance to improve themselves by moving up on the job. We have a good percentage of minorities and females who get promoted through this avenue.
- We offer work-related training to all employees. This provides females and minorities a change to improve their skills, enabling them to have opportunities for advancement on the job.
- We have communicated with several agencies that do outreach to minorities such as MHMR, Women's Protective Services, and the Texas Commission for the blind.
- We have attended seminars about equal employment, diversity and ADA issues, etc.

Supplier: We have always done business with a good number of small businesses and businesses which are owned or controlled by women or minorities. In order to increase our use of such businesses, when we are looking to make a purchase, we have been making a point to contact such business to ask them if they would like to give us a quote. When we have received phone calls from such businesses, we have encouraged them to give us a quote to see if we could do business with them.

**2. Make an assessment of the success of each of the specific initiatives, programs, and activities listed above:**

Workforce: We were able to attract a good number of minority candidates. We hired some good minority employees throughout the year as a direct result of doing these things. During the year ending September 30, 2004, we hired 38 minorities (31% of all hires). We hired 58 females (48% of all hires). We feel our efforts and our respect for diversity have helped us to maintain a diverse workforce. We also hired several veterans throughout the year.

Supplier: We have used the small businesses and the HUB businesses when we felt they met our needs at a good price. We will continue to try to increase our use of such 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:**

Workforce: We will continue to post our jobs on the TWC Internet site and to advertise in minority newspapers. We will again send out letters to agencies that specialize in helping to place veterans, disabled applicants, and minorities. We will continue to do the items listed in Number 1 above as well as other things we can find to increase the diversity of our workforce.

Supplier:

We will continue to contact small businesses and HUB's when we are making purchases. Additionally, this year we will be sending out a letter to any vendors on the HUB and Small Business lists for the main areas in which we do business who supply the type of service or product we might purchase. The letter will let them know that we wish to proactively do business with small businesses and HUB's. We will encourage them to contact us if they feel they have a service or product that might match our business needs.

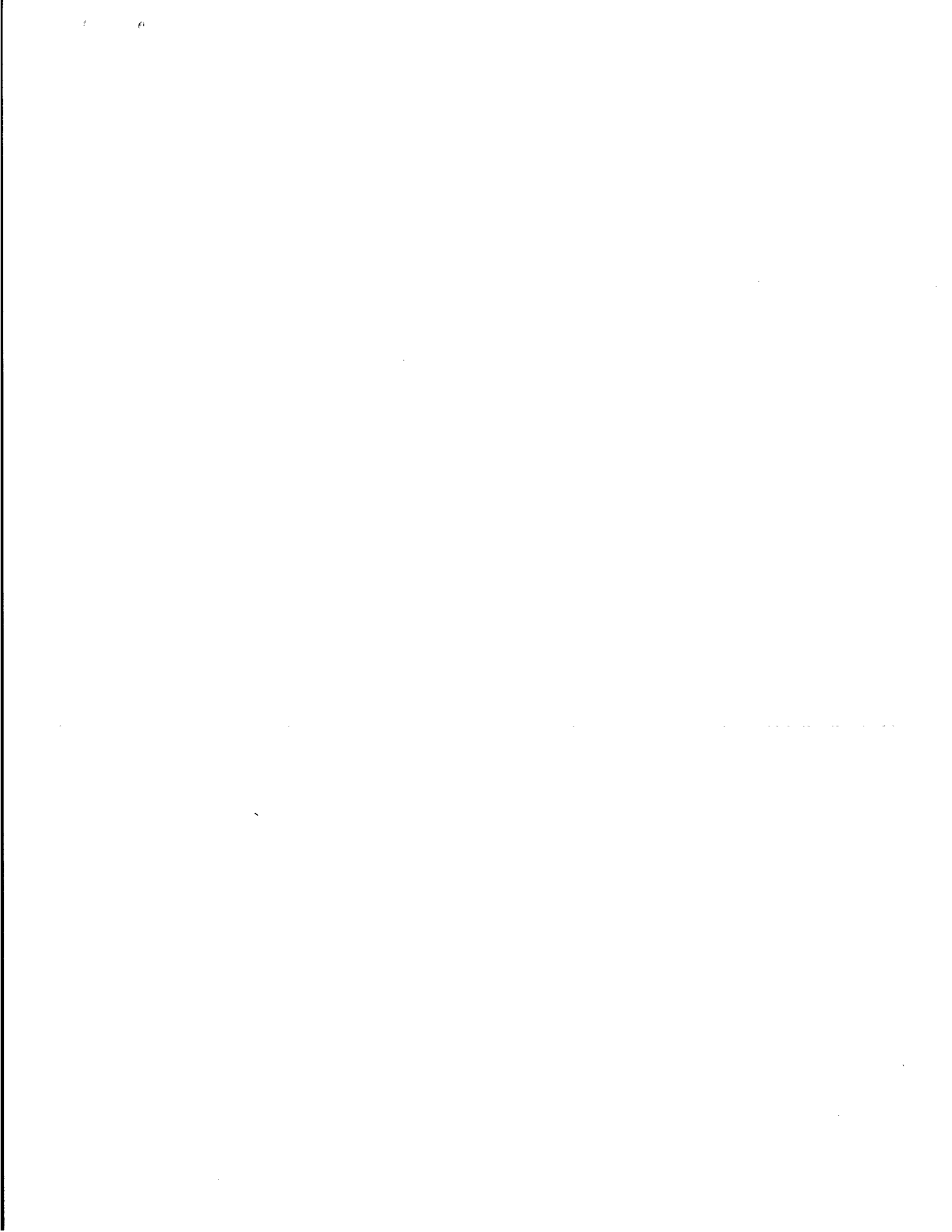
**4. State the specific progress made under the plan filed by the utility:**

Workforce:

During the plan year ending September 30, 2003, we hired 38 minorities (31% of all hires). We hired 58 females (48% of all hires). We feel our efforts and our respect for diversity have helped us to maintain a diverse workforce. We also hired several veterans throughout the year.

Supplier:

We have used the small businesses and the HUB businesses when we felt they met our needs at a good price. We will continue to proactively try to increase our use of such businesses.



**WORKFORCE AND SUPPLIER DIVERSITY FORM  
HUB/SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT**

<b>Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement</b>	<b>Actual % for Previous FY</b>	<b>Actual % for Current FY</b>	<b>Percentage Change</b>
Construction Contracts (3)	46.7700%	26.3800%	<b>-43.60%</b>
Commodities Contracts (4)	37.8100%	20.8100%	<b>-44.96%</b>
Other Services (5)	48.3400%	40.3400%	<b>-16.55%</b>
Professional Services Contracts (6)	68.6300%	18.1900%	<b>-73.50%</b>
Major Equipment (7)	36.0300%	22.1400%	<b>-38.55%</b>
Other (8)	14.0200%	2.7800%	<b>-80.17%</b>

(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.

CO= N539546  
U= N539546

**EQUAL EMPLOYMENT OPPORTUNITY  
2004 EMPLOYER INFORMATION REPORT**

CONSOLIDATED REPORT - TYPE 2

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

2.a. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:036203818

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS:

c. Y

**SECTION D - EMPLOYMENT DATA**

**JOB CATEGORIES**

OFFICIALS AND MANAGERS  
PROFESSIONALS  
TECHNICIANS  
SALES WORKERS  
OFFICE AND CLERICAL  
CRAFT WORKERS (SKILLED)  
OPERATIVES (SEMI-SKILLED)  
LABORERS  
SERVICE WORKERS  
TOTAL  
PREVIOUS REPORT TOTAL

OVERALL TOTALS	*****MALE*****				*****FEMALE*****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
48	32	2	0	0	0	12	0	2	0	0
7	6	0	0	0	0	1	0	0	0	0
13	9	1	2	0	0	1	0	0	0	0
48	15	0	4	0	0	27	0	2	0	0
168	31	0	15	2	0	75	1	43	0	1
66	52	1	10	0	0	3	0	0	0	0
10	6	0	4	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0
360	151	4	35	2	0	119	1	47	0	1
373	152	5	31	2	0	130	3	50	0	0

**SECTION F - REMARKS**

CO= N539546  
U= N539546

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

CONSOLIDATED REPORT - TYPE 2

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:036203818

2.a. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS:

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****					***** FEMALE *****				
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	48	32	2	0	0	12	0	2	0	0
OFFICIALS AND MANAGERS	7	6	0	0	0	1	0	0	0	0
PROFESSIONALS	14	9	1	2	0	1	0	1	0	0
TECHNICIANS	47	15	0	4	0	27	0	1	0	0
SALES WORKERS	168	31	0	15	0	75	1	43	0	1
OFFICE AND CLERICAL	66	52	1	10	0	3	0	0	0	0
CRAFT WORKERS (SKILLED)	10	6	0	4	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	360	151	4	35	0	119	1	47	0	1
TOTAL	373	152	5	31	2	130	3	50	0	0

**SECTION F - REMARKS**

PREVIOUS REPORT TOTAL



CO= N539546  
U= N539546

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

HEADQUARTERS REPORT - TYPE 3

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**

1-Y 2-N 3-Y DUNS NO.:036203818

2.a. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414  
LUBBOCK COUNTY

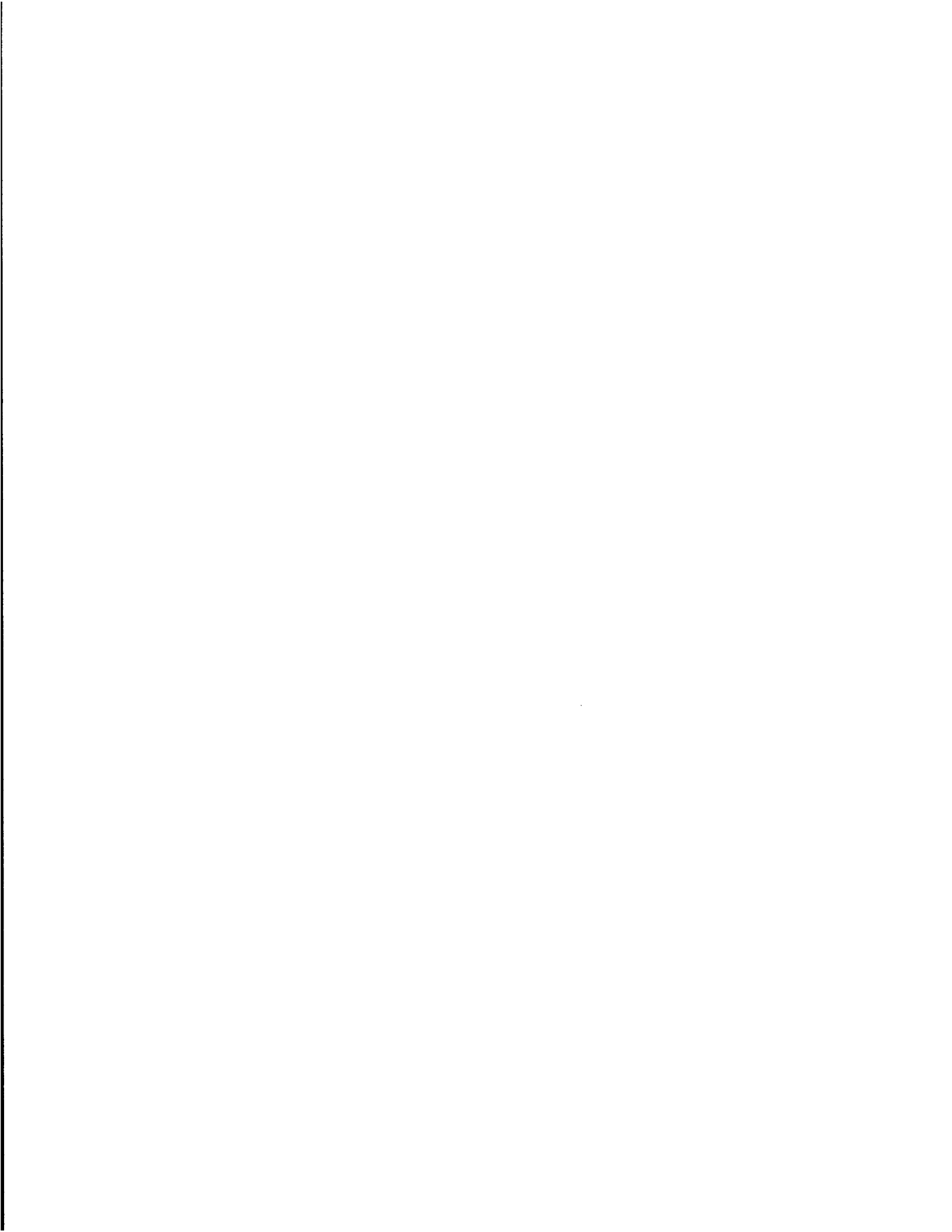
**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****				***** FEMALE *****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	37	1	0	0	0	10	0	2	0	0
OFFICIALS AND MANAGERS	7	0	0	0	0	1	0	0	0	0
PROFESSIONALS	2	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	90	0	8	2	0	36	1	29	0	0
OFFICE AND CLERICAL	10	1	0	0	0	0	0	0	0	0
CRAFT WORKERS (SKILLED)	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0
TOTAL	146	2	8	2	0	47	1	31	0	0
PREVIOUS REPORT TOTAL	167	4	8	0	0	59	3	32	0	0

**SECTION F - REMARKS**



CO= N539546  
U= A426425

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

INDIVIDUAL ESTABLISHMENT REPORT - TYPE 4

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

2.a. NTS COMMUNICATIONS INC  
1220 BROADWAY ST  
LUBBOCK, TX 79401

LUBBOCK COUNTY

c. Y

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:036203818

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****						***** FEMALE *****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE		
OVERALL TOTALS	2	0	0	0	0	0	0	0	0	0		
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0		
PROFESSIONALS	11	7	1	2	0	1	0	0	0	0		
TECHNICIANS	8	3	0	0	0	5	0	0	0	0		
SALES WORKERS	55	15	0	7	0	20	0	13	0	0		
OFFICE AND CLERICAL	24	17	0	6	0	1	0	0	0	0		
CRAFT WORKERS (SKILLED)	0	0	0	0	0	0	0	0	0	0		
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0		
LABORERS	0	0	0	0	0	0	0	0	0	0		
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0		
TOTAL	100	44	1	15	0	27	0	13	0	0		
PREVIOUS REPORT TOTAL	98	42	0	13	2	25	0	16	0	0		

**SECTION F - REMARKS**

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**

1-Y 2-N 3-Y DUNS NO.:036203818

2.a. NTS COMMUNICATIONS INC

829 PRICE ROAD  
PAMPA, TX 79066

GRAY COUNTY

**SECTION E - ESTABLISHMENT INFORMATION**

NAICS: 513390 Other Telecommunications

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****					***** FEMALE *****				
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	0	0	0	0	0	0	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	1	0	0	0	0	1	0	0	0	0
OFFICE AND CLERICAL	2	0	0	0	0	2	0	0	0	0
CRAFT WORKERS (SKILLED)	1	1	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0
TOTAL	4	1	0	0	0	3	0	0	0	0
PREVIOUS REPORT TOTAL	4	1	0	0	0	3	0	0	0	0

**SECTION F - REMARKS**

CO= N539546  
U= 1642950

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

2.a. NTS COMMUNICATIONS  
4501 INDIAN SCHOOL RD NE  
ALBUQUERQUE, NM 87110

BERNALILLO COUNTY

c. Y

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:036203818

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****						***** FEMALE *****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE		
OVERALL TOTALS	1	0	0	0	0	0	0	0	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	6	4	0	0	0	1	0	0	0	0	0	0
SALES WORKERS	1	0	0	0	0	1	0	0	0	0	0	0
OFFICE AND CLERICAL	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS (SKILLED)	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	8	5	0	0	0	2	0	0	1	0	0	0
PREVIOUS REPORT TOTAL	8	5	0	0	0	2	0	1	1	0	0	0

**SECTION F - REMARKS**

CO= N539546  
U= I642968

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:036203818

2.a. NTS COMMUNICATIONS INC  
801 S FILLMORE ST  
AMARILLO, TX 79101

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

POTTER COUNTY

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****				***** FEMALE *****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	2	1	0	0	0	1	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	8	2	0	0	0	6	0	0	0	0
SALES WORKERS	5	0	0	0	0	4	0	1	0	0
OFFICE AND CLERICAL	10	10	0	0	0	0	0	0	0	0
CRAFT WORKERS (SKILLED)	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0
TOTAL	25	13	0	0	0	11	0	1	0	0
PREVIOUS REPORT TOTAL	25	11	0	2	0	12	0	0	0	0

**SECTION F - REMARKS**

CO= N539546  
U= 1642986

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**

1-Y 2-N 3-Y DUNS NO.:362038180

2.a. NTS COMMUNICATIONS INC  
400 E 1ST ST SUITE 5  
DUMAS, TX 79029

**SECTION E - ESTABLISHMENT INFORMATION**

NAICS: 513390 Other Telecommunications

MOORE COUNTY

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****				***** FEMALE *****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	0	0	0	0	0	0	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS (SKILLED)	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	2	1	0	0	0	1	0	0	0	0

**SECTION F - REMARKS**

We no longer have employees in Dumas because we had previously closed the Dumas location.

CO= N539546  
U= 1643022

**EQUAL EMPLOYMENT OPPORTUNITY  
2004 EMPLOYER INFORMATION REPORT**

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:036203818

2.a. NTS COMMUNICATIONS INC  
2405 KEMP BLVD SUITE A  
WICHITA FALLS, TX 76309  
WICHITA COUNTY

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****				***** FEMALE *****				
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OFFICIALS AND MANAGERS	1	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0
SALES WORKERS	7	3	0	0	4	0	0	0	0
OFFICE AND CLERICAL	3	1	0	0	2	0	0	0	0
CRAFT WORKERS (SKILLED)	3	3	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0
TOTAL	14	8	0	0	6	0	0	0	0
PREVIOUS REPORT TOTAL	15	8	0	1	6	0	0	0	0

**SECTION F - REMARKS**



CO= N539546  
U= I643031

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:036203818

2.a. NTS COMMUNICATIONS INC  
310 N STATE ST  
WEATHERFORD, OK 73096  
CUSTER COUNTY

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****				***** FEMALE *****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	0	0	0	0	0	0	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	1	0	0	0	0	1	0	0	0	0
OFFICE AND CLERICAL	1	0	0	0	0	1	0	0	0	0
CRAFT WORKERS (SKILLED)	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0
TOTAL	2	0	0	0	0	2	0	0	0	0
PREVIOUS REPORT TOTAL	2	0	0	0	0	2	0	0	0	0

**SECTION F - REMARKS**

CO= N539546  
U= I643040

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

2.a. NTS COMMUNICATIONS  
4316 BRYAN ST  
DALLAS, TX 75204  
DALLAS COUNTY

c. Y

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:362038180

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****						***** FEMALE *****						
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE			
OVERALL TOTALS	1	0	1	0	0	0	0	0	0	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS (SKILLED)	2	1	0	1	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	1	1	1	1	0	0	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	6	2	1	3	0	0	0	0	0	0	0	0	0

**SECTION F - REMARKS**

We eliminated a couple of positions due to changing business needs.

CO= N539546  
U= I643062

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:036203818

2.a. NTS COMMUNICATIONS INC  
400 COLUMBIA  
PLAINVIEW, TX 79072

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

HALE COUNTY

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****						***** FEMALE *****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE		
OVERALL TOTALS	0	0	0	0	0	0	0	0	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	2	0	0	0	0	2	0	0	0	0	0	0
OFFICE AND CLERICAL	1	0	0	0	0	1	0	0	0	0	0	0
CRAFT WORKERS (SKILLED)	1	1	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	4	1	0	0	0	3	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	3	0	0	0	0	3	0	0	0	0	0	0

**SECTION F - REMARKS**

CO= N539546  
U= Z895103

**EQUAL EMPLOYMENT OPPORTUNITY  
2004 EMPLOYER INFORMATION REPORT**

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**

1-Y 2-N 3-Y DUNS NO.:036203818

2.a. NTS COMMUNICATIONS INC

10 DESTA DR  
MIDLAND, TX 79705  
MIDLAND COUNTY

**SECTION E - ESTABLISHMENT INFORMATION**

NAICS: 513390 Other Telecommunications

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****				***** FEMALE *****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	1	0	0	0	0	0	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	6	1	0	2	0	0	3	0	0	0
SALES WORKERS	3	1	0	0	0	0	2	0	0	0
OFFICE AND CLERICAL	2	1	0	1	0	0	0	0	0	0
CRAFT WORKERS (SKILLED)	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0
TOTAL	12	4	0	3	0	0	5	0	0	0
PREVIOUS REPORT TOTAL	11	6	0	1	0	0	4	0	0	0

**SECTION F - REMARKS**

CO= N539546  
U= Z583226

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**

1-Y 2-N 3-Y DUNS NO.:036203818

2.a. NTS COMMUNICATIONS INC  
400 PINE ST SUITE 500  
ABILENE, TX 79601

**SECTION E - ESTABLISHMENT INFORMATION**

NAICS: 513390 Other Telecommunications

TAYLOR COUNTY

c. Y

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****					***** FEMALE *****				
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	2	1	0	0	0	1	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	8	1	0	2	0	4	0	1	0	0
SALES WORKERS	6	0	0	0	0	5	0	0	0	1
OFFICE AND CLERICAL	12	8	0	2	0	2	0	0	0	0
CRAFT WORKERS (SKILLED)	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0
TOTAL	28	10	0	4	0	12	0	1	0	1
PREVIOUS REPORT TOTAL	32	15	0	3	0	13	0	1	0	0

**SECTION F - REMARKS**

CO= N539546  
U= AQ92661

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:

2.a. SAN ANGELO OFFICE  
232 W. BEAUREGARD, SUITE 200  
SAN ANGELO, TX 76903

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

TOM GREEN COUNTY

c. N

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****					***** FEMALE *****				
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	0	0	0	0	0	0	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	1	1	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS (SKILLED)	1	1	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	0	0	0	0	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0
TOTAL	2	2	0	0	0	0	0	0	0	0
PREVIOUS REPORT TOTAL	0	0	0	0	0	0	0	0	0	0

**SECTION F - REMARKS**

Adding office location in San Angelo.

CO= N539546  
U= AQ92726

**EQUAL EMPLOYMENT OPPORTUNITY**  
2004 EMPLOYER INFORMATION REPORT

REPORT - TYPE 8

**SECTION B - COMPANY IDENTIFICATION**

1. NTS COMMUNICATIONS INC  
5307 W LOOP 289  
LUBBOCK, TX 79414

**SECTION C - TEST FOR FILING REQUIREMENT**  
1-Y 2-N 3-Y DUNS NO.:

2.a. NTS CONSTRUCTION  
8902 ALCOVE AVENUE  
WOLFFORTH, TX 79382

**SECTION E - ESTABLISHMENT INFORMATION**  
NAICS: 513390 Other Telecommunications

LUBBOCK COUNTY

c. N

**SECTION D - EMPLOYMENT DATA**

JOB CATEGORIES	***** MALE *****				***** FEMALE *****					
	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
OVERALL TOTALS	1	0	0	0	0	0	0	0	0	0
OFFICIALS AND MANAGERS	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL	1	0	0	0	0	1	0	0	0	0
CRAFT WORKERS (SKILLED)	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED)	10	6	0	4	0	0	0	0	0	0
LABORERS	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0
TOTAL	12	7	0	4	0	1	0	0	0	0
PREVIOUS REPORT TOTAL	0	0	0	0	0	0	0	0	0	0

**SECTION F - REMARKS**

Adding new location and new employees.