



Control Number: 30240



Item Number: 373

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COLEMAN COUNTY TELEPHONE COOPERATIVE, INC.

215 NORTH 2ND STREET
P. O. BOX 608
SANTA ANNA, TEXAS 76878

TELEPHONE 325-348-3124

FAX 325-348-3117

December 10, 2005

Ms. Anne Bowen
Filing Clerk
Public Utility Commission of Texas
1700 N. Congress Avenue
Austin, Texas 78701

RE: Project No. 30240 – Annual Progress Report on Five-Year Plan to
Enhance Supplier and Workforce Diversity for Coleman County
Telephone Cooperative, Inc.

Dear Ms. Bowen:

Pursuant to §26.85(e), enclosed for filing are four (4) copies of the Annual Progress Report on the implementation of the Five-Year Plan to Enhance Supplier and Workforce Diversity. This filing is being made in Project 30240 as the project designated for this report.

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

We have included an extra copy of the transmittal letter and request that you please file-date stamp this copy and return to us for our files. If you have any questions concerning this report, please contact Michael R. Walton at (325) 348-3124.

Sincerely,

Michael R. Walton
Manager

cc w/ attachment

The Honorable Rick Perry
The Honorable Tom Craddick
The Honorable David Dewhurst
The Honorable Garnet Coleman
The Honorable Pete Gallego
The Honorable Juan "Chuy" Hinojosa

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**WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY**

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

NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR													
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	2	1	1	1	1								
Professionals	0	0	0										
Technicians	6	6	0	6									
Sales Workers	0	0	0										
Office and Clerical	3	0	3		3								
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	11	7	4	7	4	0	0	0	0	0	0	0	0

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

OTE: 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 treated 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)	100.0000%	100.0000%	0.00%
Commodities Contracts (4)	26.0000%	18.0000%	-30.77%
Other Services (5)	69.0000%	73.0000%	5.80%
Professional Services Contracts (6)	62.0000%	81.0000%	30.65%
Major Equipment (7)	15.0000%	46.0000%	206.67%
Other (8)	59.0000%	82.0000%	38.98%

(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:

Coleman County Telephone Cooperative, Inc. is a small company situated in a very rural area, which means that we are sometimes limited in the number of businesses in our vicinity with which we can work, but we still make every effort to follow the guidelines that have been set. We try to patronize businesses in our local area, while at the same time, we have given special consideration to businesses that may be disadvantaged or underutilized.

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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:

Coleman County Telephone Cooperative, Inc. has been quite successful in several areas and extremely successful in others, showing an increased percentage in almost every area. (Please see the percentage chart on Page 3 of the Workforce and Supplier Diversity Form. HUB/Small Business Procurement as a Percentage of Total Company Procurement.) You will notice that Major Equipment has increased significantly, along with substantial increases in Professional Services Contracts, Other Services, and services such as specialty work, contract labor, etc. We are a small office, with our subsidiary customer representatives in the same building. This provides us with a bi-lingual customer representative on site.

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- (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:

Coleman County Telephone Cooperative, Inc. will continue to build on the relationships that have already been established with underutilized businesses. As the needs for other services present themselves, we will view these as opportunities to search for other small and/or underutilized businesses with which to work. If we should find ourselves in the position to hire a new employee, we would make every effort to diversity our workforce with persons qualified

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WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES

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

Coleman County Telephone Cooperative, Inc. continues to make progress in the particular areas of major contracts, professional services contracts, contract labor, specialty work, building and grounds, and advertising. We also have available to us a bi-lingual customer representative of our subsidiary.

Deleted: <#>State the specific
progress made under the plan filed by
the utility:¶
¶
Insert text here¶

SMALL UTILITIES HUB USE REPORT (Texas purchases)
 Utility: Colman County Telephone Cooperative Inc.

MBE Procurement	Construction		Commodities		Other Services		Professional		Major Equipment		Other		Total HUB	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
African American Male	0		0		0		0		0		0		0	
African American Female	0		0		0		0		0		0		0	
Total	0		0		0		0		0		0		0	
Asian American Male	0		0		0		0		0		0		0	
Asian American Female	0		0		0		0		0		0		0	
Total	0		0		0		0		0		0		0	
Hispanic American Male	0		0		0		0		0		0		0	
Hispanic American Female	0		0		0		0		0		0		0	
Total	0		0		0		0		0		0		0	
Native American Male	0		0		0		0		0		0		0	
Native American Female	0		0		0		0		0		0		0	
Total	0		0		0		0		0		0		0	
MBE Total (Male/Female Minority)	0		6,770		0		0		61,080		0		67,850	
WBE Total (Non-Minority Female)	0		1,555		2,072		13,875				360		17,862	
Total MBE & WBE Procurement	0		8,324		2,072		13,875		61,080		360		85,711	
Total Unknown Status Procurement (1)	0		1,654		573		14,041		70,152		0		86,421	
Total Non-Fuel Procurement (2)	1,071,671		227,332		35,688		459,967		236,475		19,337		2,050,470	
Total Fuel and Purchased Power Procurement (electric only)													Total Utility Purchases	
Total Non-Fuel, Fuel, and Purchased Power Procurement													2,050,470	

(1) Vendors for whom HUB status is not directly known.

(2) Expenditures for goods and services from vendors not including wages, benefits, and other non-negotiable goods and services such as taxes and postage. Includes MBE/WBE.

Reporting Period: _____
 Address: _____ P. O. Box 608
 City: _____ Santa Anna, TX 76878

Oct. 1, 2004 _____ through Sep. 30, 2005 _____

Reporting Date: _____
 Contact person: _____ Janice Fellers
 State: TX Zip: 76878
 Phone: 325-348-3124 Fax: 325-348-3117