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WORKFORCE AND SUPPLIER DIVERSITY FORM

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TEXAS ALLTEL, INC.
NUMBER OF FULL-TIME EMPLOYEES FOR 2005
*Information from October 1st 2004 to September 30th 2005

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	6	6	0	6	0	0	0	0	0	0	0	0	0
Professionals	4	4	0	2	0	0	0	2	0	0	0	0	0
Technicians	17	17	0	15	0	0	0	0	0	0	0	2	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Office and Clerical	3	0	3	0	3	0	0	0	0	0	0	0	0
Craft Workers (Skilled)	20	18	2	16	2	0	0	2	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
Previous Year Totals	34	31	3	28	3	0	0	2	0	0	0	1	0
Year Totals	50	45	5	39	5	0	0	4	0	0	0	2	0

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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)			
Commodities Contracts (2)			
Other Services (3)			
Professional Services Contracts (4)			
Major Equipment (5)			
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) 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.

(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.

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(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.

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

- In 2003, Alltel set up a new ethics awareness Web site to promote the ethical policies and guidelines for working with customers, competitors and business partners. To date more than 17,677 employees have visited the site and completed the new "Ethics in the Workplace" course located there.

The site will help employees understand Alltel's policies and guidelines for working with customers, competitors, business partners and fellow employees. As part of Alltel's ethics program, employees are expected to stay aware of the company's ethics policy. All employees are asked to take the course, which contains relevant information.

The Ethics in the Workplace course is required and will become a part of the employee's training record.

- The EEO/AAP Administration continues to review utilization numbers, promotion and termination data, and recruitment and applicant information in order to determine where there are areas to be improved. Reports are compiled based on the above mentioned factors and are given to each of the Human Resources Vice-Presidents of each region so that they will have a better understanding of their region's workforce.
- Succession planning continues to provide Alltel with an avenue to effectively and consistently identify qualified candidates for key positions without regard to race, color, religion, sex, age, national origin or disability.

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

- The Ethics Helpline has raised employee's awareness of Alltel's policies against discrimination and harrassment. Employees are encouraged to report anonymously or confidentially any activities in violation of the Ethics Policy.
- Utilization reports will be compiled based on the above mentioned factors and are given to each of the Human Resources Vice Presidents of each region so that they will have a better understanding of their group's workforce.
- The Succession Planning process was open to 3100 employees within the continental United States.

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:

- Active members of the Arkansas Industry Liaison Group, which is sponsored by the US Department of Labor's OFCCP division. This group seeks to bring businesses together to discuss equal employment and affirmative action practices. We expect to gain valuable knowledge from this partnership.
- On an ongoing basis the company will continue to maximize the value of succession planning activities by including management positions in the succession planning process that are critical to obtaining the goals of the company.

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State the specific progress made under the plan filed by the utility:

- Have attended regional and local ILG conferences regarding EEO Policies and AAP Plans in accordance with the OFCCP and DOL regulations and practices.