

Control Number: 30240

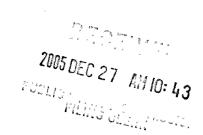


Item Number: 439

Addendum StartPage: 0



PO Box 2119 Van Alstyne, Texas 75495 (903) 482-7000 www.gcectelecom.com



December 22, 2005

Public Utility Commission of Texas c/o Central Records 1701 N. Congress, 7th Floor Austin, TX 78711-3326

RE: PROJECT 28691

30240

Dear Sir or Madam:

Please accept this 2005 Annual Workforce Diversity Report for GCEC Telecom.

I may be reached at 903.482.7025, should you have any questions.

Sincerely,

Sheila A. Milam

Regulatory Compliance Officer

Sheila a Milam

GCEC Telecom

Enclosure

C:

J. Miller, Consultant

C. Offill, CFO

B. Stevens, COO

WORKFORCE AND SUPPLIER DIVERSITY FORM WORKFORCE DIVERSITY GCEC TELECOM VAN ALSTYNE, TX

Occupational Categories	Combined Total	Company	y Totals	Caucasian	asian	A frican A m erican	can rican	Hisp	Hispanic	As	Asian	American Indian	n Indian
		M ale	Female	Male	Female	Male	Female	Male	Female	Male	Fem ale	Male	Female
Officials and Managers	9	5	1	5	1								
Professionals	0	0	0										
T echnicians	12	11	1	11							1		
Sales Workers	8	9	6	4	2	-	O	L		sý.		•	
				•	*	7		1					
Office and Clerical	7	0	7	0	9								

Craft Workers (Skilled)	0	0	0										
Operatives (Semi-skilled)	. 0	0	0										
Laborers (Unskilled)	0	0	0										
p h h													
Service Workers	4	4	0	4									
Previous Year Totals	29	20	6	19	7	0	0	-		0		0	0
Too A side	ľ			1	,								
S I CAT I OTAIS	3/	76	_	24	6	-	0	-	-	0		0	0

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 NOTE: Double-click on embedded Excel chart to open. Click on a cell or use arrow keys to select an occupational category and

Revised June 2004

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

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)			%
Commodities Contracts (4)		,	%
Other Services (5)			%
Professional Services Contracts (6)			%
Major Equipment (7)			%
Other (8)			%

- 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 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 (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 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 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.
- Commodities -- All materials, goods or tangibles purchased to conduct business, not including fuel or purchased power contracts and major equipment purchases and rentals. 4
- (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:		

Insert text here

N/A

Page 3 of 3 Revised June 2004

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:
Insert	t text here
N/A	
(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:
Insert	t text here

WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

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

Insert text here

N/A

Page 5 of 5 Revised June 2004