



Control Number: 30240



Item Number: 470

Addendum StartPage: 0



December 29, 2005

Public Utility Commission of Texas
ATTN: Ms. Anne Bowen, Filing Clerk
1700 North Congress Avenue
Austin, TX 78701

RE: Project 30240- Annual Progress Report on Five-Year Plan to Enhance
Supplier and Workforce Diversity for Comanche County Telephone Co., 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 advised by PUC's Central Records Clerk.

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) Texas Legislative Black Caucus;
- (5) Texas Senate Hispanic Caucus;
- (6) Mexican-American Legislative 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 Deborah Beck at 254/893-2003.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Toney Prather', is written over a large, stylized oval flourish.

TONY PRATHER
President

TP/db
Encs.

12/29/05

PUC/Workforce Diversity Report

Page 2

cc (w/Enc.): The Honorable Rick Perry
The Honorable David Dewhurst
The Honorable Tom Craddick
The Texas Legislative Black Caucus
The Texas Senate Hispanic Caucus
Mexican American Legislative Caucus

FCC 395

FEDERAL COMMUNICATIONS COMMISSION
Washington, DC 20554Approved by OMB
3060-0076
Expires: 02/28/06
Est. time per response:
1 hour

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

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

SECTION I - General Information

1. Name and Mailing Address of Respondent

Comanche County Telephone Co., Inc.
P. O. Box 290
DeLeon, TX 76444

RECEIVED - FCC

MAY 19 2005

Federal Communication Commission
Bureau / Office☐ Check here if
this is a change
of address.

2. Year Report Filed

2005

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

03/31/2005

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

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

SECTION II - Full-Time Employees. Consider as full-time employees all those working 30 hours or more per week.

JOB CATEGORY	ALL EMPLOYEES			MALE					FEMALE				
	TOTAL	MALE	FEMALE	MINORITY-GROUP EMPLOYEES					MINORITY-GROUP EMPLOYEES				
				Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic	White, not of Hispanic Origin	Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic	White, not of Hispanic Origin
Officials and Managers	2	2						2					
Professionals													
Technicians	5	4	1					4					1
Sales	4	3	1				1	2				1	
Office and Clerical	15	2	13					2				1	12
Craft Workers (skilled)	7	7						7					
Operatives (semiskilled)													
Laborers (unskilled)	7	6	1					6				1	
Service Workers													
TOTAL	40	24	16				1	23				3	13
Previous Year's Total (if any)	40	24	16				1	23				3	13

FCC 395
FEBRUARY 2003

SECTION III - Part-Time Employees

JOB CATEGORY	ALL EMPLOYEES			MALE					FEMALE				
	TOTAL	MALE	FEMALE	MINORITY-GROUP EMPLOYEES				White, not of Hispanic Origin	MINORITY-GROUP EMPLOYEES				White, not of Hispanic Origin
				Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic		Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic	
Officials and Managers													
Professionals													
Technicians													
Sales													
Office and Clerical	2	1	1					1					1
Craft Workers (skilled)													
Operatives (semiskilled)													
Laborers (unskilled)	2	1	1					1					1
Service Workers													
TOTAL	4	2	2					2					2
Previous Year's Total (if any)	6	2	4					2					4

SECTION IV - On-the-Job Trainees. Report only employees enrolled in formal on-the-job training programs. The data below shall be also included in the figures for the appropriate occupational categories in Sections II and III.

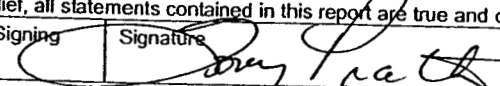
JOB CATEGORY	ALL EMPLOYEES			MALE					FEMALE				
	TOTAL	MALE	FEMALE	MINORITY-GROUP EMPLOYEES				White, not of Hispanic Origin	MINORITY-GROUP EMPLOYEES				White, not of Hispanic Origin
				Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic		Black, not of Hispanic Origin	Asian or Pacific Islander	Native American	Hispanic	
White Collar													
Production													

SECTION V - Report of Discrimination Complaints Pursuant to 47 CFR 21.307, 22.321, and 23.55

- ☒ 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 VI - Certification

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

Date 05/12/2005	Typed or Printed Name of Person Signing Toney Prather	Signature 	Telephone No. 254/893-2003
Title of Person Signing President		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).	

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

Comanche County Telephone Co., Inc.

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)	.0%	.0%	0 %
Commodities Contracts (4)	6.8%	4.9%	(1.9) %
Other Services (5)	.74%	.89%	.15 %
Professional Services Contracts (6)	25.4%	18.3%	(7.1) %
Major Equipment (7)	.0%	.0%	0 %
Other (8)	.0%	.0%	0 %

(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:**

Insert text here

Comanche County Telephone Co., Inc. will continue to increase spending with small local and minority owned businesses.

**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 text here

Comanche County Telephone Co., Inc. continues to utilize HUB vendors when available and appropriate.

- (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 text here

Comanche County Telephone Co., Inc. will continue with its present progress.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

Insert text here

Again, Comanche County Telephone Co., Inc. will utilize HUB vendors whenever available and appropriate.