



Control Number: 30240



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WORKFORCE AND SUPPLIER DIVERSITY FORM

WORKFORCE DIVERSITY

Mid-Plains Rural Telephone Cooperative, Inc.

Project No. 30240

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Occupational Categories		NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR													
		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		3	2	1	2	1									
Professionals		0	0	0											
Technicians		1	1	0	1										
Sales Workers		0	0	0											
Office and Clerical		7	0	7		6				1					
Craft Workers (Skilled)		11	11	0	8					3					
Operatives (Semi-skilled)		0	0	0											
Laborers (Unskilled)		0	0	0											
Service Workers		0	0	0											
Previous Year Totals		21	12	9	11	7			1	2					
		22	14	8	11	7	0	0	3	1	0	0	0	0	
This Year Totals															

NOTE: 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 counted 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
Mid-Plains Rural Telephone Cooperative, Inc.
Project No. 30240

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)	0.0000%	0.0000%	%
Commodities Contracts (4)	6.6549%	36.8234%	453.33%
Other Services (5)	6.6698%	36.1129%	441.44%
Professional Services Contracts (6)	0.0000%	0.0000%	%
Major Equipment (7)	6.6520%	36.8955%	454.65%
Other (8)			%

(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
Mid-Plains Rural Telephone Cooperative, Inc.
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- (1) Describe the specific initiatives, programs, and activities undertaken under the plan during the preceding year:**

During the preceding year, Mid-Plains Rural Telephone Cooperative, Inc. has continued the business relationships established during the normal course of business over a period of years, including Historically Underutilized Businesses which we have done business with in the past. In addition, we attempt to identify any other HUB's with which we can purchase goods and services. Since we are located in a small town in the Texas Panhandle, we are very limited in our choices. We have and will continue to purchase goods and services based on competitive price, quality and availability and will also continue to do business with established entities that can meet our needs based on those criteria.

WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES
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- (2) Make an assessment of the success of each of the specific initiatives, programs, and activities listed above:**

As stated above, Mid-Plains Rural Telephone Cooperative, Inc. is located in a small town with limited choices. However, in our opinion, we are very successful in doing business with entities that are classified as HUB's. We do strive to be fair and objective when purchasing goods and services with a goal of obtaining competitive pricing and quality in mind.

- (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:**

Our plan for the next year is to continue doing what we have successfully done in past years. We will purchase goods and services based on competitive price, quality and availability and where possible we will continue to do business with HUB's with which we have a relationship. Where possible, we will continue to develop new relationships with HUB's. Our workforce has been very well diversified for many years and we have no plans to alter our hiring practices. We will continue to hire the most qualified candidates when replacing or hiring new employees.

**WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES
Mid-Plains Rural Telephone Cooperative, Inc.
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(4) State the specific progress made under the plan filed by the utility:

Since filing our last report, we have been able to add four new HUB's to our current list of suppliers. We have lost one Hispanic female due to death and we did not rehire. This position is being covered by the staff in our office. We gained two Hispanic males in our workforce since last year.