



Control Number: 30240



Item Number: 668

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Embarg 30240

WORKFORCE AND SUPPLIER DIVERSITY FORM WORKFORCE DIVERSITY

2009 DEC 23 11:44:04

NUMBER OF TEXAS FULL-TIME EMPLOYEES											
JOB CATEGORIES	MALE					FEMALE					
	OVERALL TOTALS	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
Officials and Managers	60	32	1	6	0	0	15	5	1	0	0
Professionals	109	54	5	2	1	0	37	6	2	2	0
Technicians	24	11	1	1	0	2	8	1	0	0	0
Sales Workers	141	24	14	6	0	0	32	47	13	1	1
Office and Clerical	132	8	3	2	0	0	82	25	11	1	0
Craft Workers (Skilled)	305	256	18	18	1	3	7	1	0	0	1
Operatives (Semi-Skilled)	2	2	0	0	0	0	0	0	0	0	0
Laborers (Unskilled)											
Service Workers											
TOTAL	774	387	42	35	2	8	182	85	27	4	2
Total employment reported in previous year											

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

Achievement of EMBARQ's vision for diversity is being accomplished through six primary areas of focus:

- **Communications** – An effective communication network is being established for diversity education, celebration and external recognition to generate buy-in and understanding for all constituents and to enhance EMBARQ's image both internally and externally.
- **Employees** – Specific initiatives in recruiting, training, evaluation, succession planning, career development, mentoring and Employee Resource Group utilization will ensure that EMBARQ attracts and retains the best talent.
- **Suppliers** – One of the most viable and measurable methods of making inroads into fast-growing racial and ethnic markets is through supplier diversity. An internal infrastructure has been established to support and maintain EMBARQ's supplier diversity program.
- **Marketing** – Customer loyalty and marketing efforts will be developed to ensure that EMBARQ is tapping into the \$1.2 trillion combined buying power of African Americans, Hispanics and Asians, and the \$641 billion buying power of the GLBT population.
- **Community** – U.S. demographic changes have increased the need to develop EMBARQ community involvement programs and activities that will foster a reputation of trust in the communities we serve.
- **Measurement** – Diversity performance measurements and goals will be developed to ensure sustainable change and to determine the effectiveness of EMBARQ's diversity initiatives.

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

The EMBARQ-specific initiatives, programs, and activities described above were conceived after the spin-off of EMBARQ as a standalone company from Sprint Nextel Corporation in May, 2006, and they are still in the development phase. To the extent that some of these initiatives, programs, and activities have been implemented, EMBARQ has not attempted to track or quantify their success, based on their limited lifespan to date. EMBARQ believes that an initial assessment can be appropriately developed after these initiatives, programs, and activities have been in place for at least the period of calendar year 2007.

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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:**

While the name Embarq may be new, the company plans to renew its commitment to identify HUB suppliers to do business with. Embarq has a dedicated website used to register potential HUB suppliers, and is working on making upcoming opportunities available via its website. The Supplier Diversity group will attend tradeshow and conferences where diverse HUB suppliers are given the opportunity to learn about upcoming opportunities.

Embarq has awarded business to a Texas HUB Contractor to provide customer premise equipment in 2007. It expects to identify more opportunities as the company grows and expands its marketshare.

Embarq believes that by focusing on the communities we serve and identifying potential suppliers in those areas, it is able to show its customers a committed partner.

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

With the creation of Embarq came the determination to continue its tradition of utilizing HUB suppliers in its procurement opportunities. Embarq is the most experienced communications provider in our markets. It is our core business. In 2006, Embarq began the process of separating systems and tools from Sprint, and at this time is not able to provide spend categorized into commodity groups. It recognizes the importance of having this information and is using this first year as a standalone company to produce an infrastructure capable of tracking the commodities and services that partner with HUB contractors.

Embarq has maintained relationships with several Texas HUB suppliers that provide contract labor and printing services. Embarq has also done business with 24 State of Texas certified HUB contractors in 2006.