



Control Number: 30240



Item Number: 683

Addendum StartPage: 0

PROJECT NO. 30240

RECEIVED

NTS COMMUNICATIONS, INC.
2006 ANNUAL WORKFORCE DIVERSITY REPORT

2007 JAN -3 AM 11:08

PUBLIC UTILITY / COMMISSION
FILING CLERK

TABLE OF CONTENTS

Cover letter.....	2
Description of initiatives and progress.....	3
HUB/Small Business Procurement form.....	5
EEO-1 Report.....	6

683



December 29, 2006

PUC Filing Clerk
Public Utility Commission of Texas
PROJECT NO. 30240
1701 North Congress Avenue
Austin, Texas 78711-3326

RE: 2006 Annual Workforce Diversity Form
Project No. 30240

Dear Sir or Madam:

Attached is our 2006 Workforce Diversity Form along with the required copies. It is our understanding that you will pass the copies along to the legislative contacts. Please contact me if this is incorrect.

If you need anything further in this regard, please feel free to contact me at (806) 788-2951 or at wendyl@ntscom.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Wendy Lee". The signature is fluid and cursive, with a large initial "W" and a long, sweeping underline.

Wendy J. Lee, SPHR
Director – Human Resources
NTS Communications, Inc.
5307 W. Loop 289
Lubbock, TX 79414-1610

WORKFORCE AND SUPPLIER DIVERSITY FORM
FOR ANNUAL PERIOD ENDING SEPTEMBER 30, 2006

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

Workforce: We have good diversity in our organization – we have a very diverse workforce. We are an Affirmative Action Employer, therefore we take proactive steps to be sure our employment ratios remain in line with the surrounding population. In order to continue to attract qualified minority applicants, we continued to do the following:

- Placed ads in the West Texas Hispanic News and other minority newspapers – this helped us to attract some bilingual employees for various departments.
- We posted our job openings on the Texas Workforce Commission Internet site. We felt this might help us reach more minorities, some veterans and possibly some applicants with some disabilities.
- We attended both semi-annual South Plains Job Fairs which are sponsored by the Texas Workforce Commission. They encourage their job applicants to attend the job fair and we were able to attract a good number of minority applicants.
- We have remained in contact with International Business College. A large percentage of their students are minorities or females. We have hired several of their student graduates and have also done several internships for them, sometimes hiring the interns once they complete their internship with us.
- We sent letters to various agencies that help to place minorities, veterans or applicants with disabilities.
- We post all of our job openings internally through our e-mail system. This gives all of the females and minorities we have already working a chance to improve themselves by moving up on the job. We have a good percentage of minorities and females who get promoted through this avenue.
- We offer work-related training to all employees. This provides females and minorities a change to improve their skills, enabling them to have opportunities for advancement on the job.
- We have attended seminars about equal employment, diversity and ADA issues, etc.

Supplier: We have always done business with a good number of small businesses and businesses which are owned or controlled by women or minorities. In order to increase our use of such businesses, when we are looking to make a purchase, we have been making a point to contact such business to ask them if they would like to give us a quote. When we have received phone calls from such businesses, we have encouraged them to give us a quote to see if we could do business with them.

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

Workforce: We were able to attract a good number of minority candidates. We hired some good minority employees throughout the year as a direct result of doing these things. During the year ending September 30, 2005, we hired 96 employees. We hired 42 minorities (44% of all hires). We hired 43 females (45% of all hires). We feel our efforts and our respect for diversity have helped us to maintain a diverse workforce. We also hired several veterans throughout the year.

Supplier: We have used the small businesses and the HUB businesses when we felt they met our needs at a good price. We will continue to try to increase our use of such businesses.

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:

Workforce: We will continue to post our jobs on the TWC Internet site and to advertise in minority newspapers. We will again send out letters to agencies that specialize in helping to place veterans, disabled applicants, and minorities. We will continue to do the items listed in Number 1 above as well as other things we can find to increase the diversity of our workforce.

Supplier:

We will continue to contact small businesses and HUB's when we are making purchases. Additionally, this year we will again be sending out a letter to any vendors on the HUB and Small Business lists for the main areas in which we do business who supply the type of service or product we might purchase. The letter will let them know that we wish to proactively do business with small businesses and HUB's. We will encourage them to contact us if they feel they have a service or product that might match our business needs.

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

Workforce:

During the plan year ending September 30, 2006, we hired 113 employees. We hired 37 minorities (33% of all hires). We hired 54 females (48 of all hires). We feel our efforts and our respect for diversity have helped us to maintain a diverse workforce. We also hired several veterans throughout the year.

Supplier:

We have used the small businesses and the HUB businesses when we felt they met our needs at a good price. We will continue to proactively try to increase our use of such businesses.

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

Construction Contracts (3)	37.72%	97.89%	159.52%
Commodities Contracts (4)	51.14%	50.93%	-0.41%
Other Services (5)	13.57%	15.66%	15.40%
Professional Services Contracts (6)	61.03%	34.71%	-43.13%
Major Equipment (7)	20.93%	10.26%	-50.98%
Other (8)	3.60%	2.94%	-18.33%

(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.

CO= N539546
U= N539546

EQUAL EMPLOYMENT OPPORTUNITY
2006 EMPLOYER INFORMATION REPORT

CONSOLIDATED REPORT - TYPE 2

SECTION B - COMPANY IDENTIFICATION
1. NTS COMMUNICATIONS INC
5307 W LOOP 289
LUBBOCK, TX 79414

2.a. NTS COMMUNICATIONS INC
5307 W LOOP 289
LUBBOCK, TX 79414

SECTION C - TEST FOR FILING REQUIREMENT
1-Y 2-N 3-N DUNS NO.:

SECTION E - ESTABLISHMENT INFORMATION
NAICS:

c. Y

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES

OFFICIALS AND MANAGERS
PROFESSIONALS
TECHNICIANS
SALES WORKERS
OFFICE AND CLERICAL
CRAFT WORKERS (SKILLED)
OPERATIVES (SEMI-SKILLED)
LABORERS
SERVICE WORKERS

TOTAL
PREVIOUS REPORT TOTAL

	***** MALE *****					***** FEMALE *****				
	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
OVERALL TOTALS	46	28	2	1	0	13	0	2	0	0
	4	3	0	0	0	1	0	0	0	0
	8	7	0	0	0	1	0	0	0	0
	40	13	1	2	0	22	0	2	0	0
	165	34	2	10	0	76	5	38	0	0
	75	57	0	15	0	1	0	0	0	0
	12	4	1	7	0	0	0	0	0	0
	1	1	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	351	147	6	35	2	114	5	42	0	0
	369	158	6	40	1	117	3	43	0	1

SECTION F - REMARKS

Under the 2002 NAICS codes, our code is 517000 for all locations. This report shows our code under the older NAICS system. In trying to change the code, I could not find telecommunications to change it to the more up-to-date 517000, so it still appears with the old code. Our code needs to be changed to 517000.

Official: JERRY HOOVER
EXECUTIVE VICE PRESIDENT/CFO

Contact: WENDY J. LEE, SPHR
HUMAN RESOURCES DIRECTOR