



Control Number: 30240



Item Number: 684

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**SOUTH PLAINS TELEPHONE COOPERATIVE, INC.
WORKFORCE AND SUPPLIER DIVERSITY FORM
HUB & SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT**

30240

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NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR 2005													
Occupational Categories	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	7	6	1		5	1	0	0		1	0	0	0
Professionals	2	2	0		2	0	0	0		0	0	0	0
Technicians	1	1	0		1	0	0	0		0	0	0	0
Sales Workers	0	0	0		0	0	0	0		0	0	0	0
Office and Clerical	10	0	10		0	7	0	0		3	0	0	0
Craft Workers (Skilled)	2	2	0		2	0	0	0		0	0	0	0
Operatives (Semi-skilled)	2	1	1		1	1	0	0		0	0	0	0
Laborers (Unskilled)	1	1	0		1	0	0	0		0	0	0	0
Service Workers	10	10	0		7	0	1	0		2	0	0	0
Previous Year Totals	38	24	14		20	11	1	0		3	0	0	0
This Year Totals	35	23	12		19	9	1	0		3	0	0	0

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.

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**SOUTH PLAINS TELEPHONE COOPERATIVE, INC.
WORKFORCE AND SUPPLIER DIVERSITY FORM
HUBS/SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT**

Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement		Actual % for Previous FY 2005	Actual % for Current FY 2006	Percentage Change
Construction Contracts (3)		0%	1%	1%
Commodities Contracts (4)		1%	1%	0%
Other Services (5)		30%	32%	2%
Professional Services Contracts (6)		27%	19%	< 8% >
Major Equipment (7)		35%	36%	1%
Other (8)		7%	12%	5%

(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.

**SOUTH PLAINS TELEPHONE COOPERATIVE, INC.
WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

A. Employ a diverse workforce emphasizing local community employment. Initiatives related to this objective are listed below:

1. Continue the current hiring practices that have been very successful in achieving work force diversity.
2. Identify local organizations with minority membership emphasis and communicate through these organizations employment opportunities with the Cooperative.
3. Identify local organizations with female membership emphasis and communicate through these organizations employment opportunities with the Cooperative.
4. Provide workforce diversity related employee training.
5. Offer available work-related training to employees.
6. Offer available advancement opportunities to employees.

B. Utilize historically underutilized businesses (HUBs) in the procurement of goods and services, emphasizing local community service providers. Initiatives related to this objective are listed below.

1. Identify local organizations with minority business membership emphasis and participate or communicate through these local organizations business opportunities with the Cooperative.
2. Identify local organizations with female-owned business membership emphasis and participate or communicate through these local organizations business opportunities with the Cooperative.
3. Post contracting opportunities with local community media.

C. Utilize small businesses other than HUB small businesses in the procurement of goods and services. Initiatives related to this objective are listed below.

1. Identify local organizations with small business membership emphasis and participate or communicate business opportunities available with the Cooperative.
2. Post contracting opportunities with local community media.

**SOUTH PLAINS TELEPHONE COOPERATIVE, INC.
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:

South Plains is proud of its record to enhance the diversity of our workforce and the utilization of small and historically underutilized businesses where available and when appropriate in the communities we serve.

South Plains, as a small, rural telephone company, must recognize our fiduciary duty and responsibility to our members to make good, sound economic policy decisions as well as our community responsibility to purchase goods and services within our own communities when possible and employ a workforce that corresponds to the diversity of those we serve.

(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:

The Cooperative has identified the following goals or initiatives to reflect its objectives in the areas of employment, procurement and business activities.

- A. South Plains maintains a commitment to employ a diverse workforce with emphasis placed on recruiting, training and employing individuals with the education and skill-sets needed from within the local community.
- B. South Plains strives to utilize historically underutilized businesses (HUBs) for the procurement of goods and services, especially when the HUB is affiliated or located within its local or surrounding communities. The Company strives to stay abreast of the availability of certain products, services, and businesses that qualify under the HUB definition through community resource participation and involvement and through use of the state's HUB directory. The Company also strives to communicate to the HUB-community the opportunity for doing business with South Plains. This initiative will continue to be promoted by local participation and communication with organizations that HUBs belong to as well as posting of applicable information for HUBs that are independently investigating products or contract opportunities.
- C. South Plains also aims to utilize small businesses other than those defined as HUBs in the procurement of goods and services. With the company's emphasis on utilizing and promoting local or surrounding area business economic growth, South Plains plan to continue its involvement in local, county, and state organizations that promote the use of small businesses.

**SOUTH PLAINS TELEPHONE COOPERATIVE, INC.
WORKFORCE AND SUPPLIER DIVERSITY FORM
COMPANY INITIATIVES**

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

The workforce diversity report for year-end 2006 reflects the results of the efforts and the focus of the South Plains Telephone Cooperative's (SPTC) plan to enhance the workforce diversity. The total number of employees decreased by three (3) from the previous year. The 2006 quantity of minority employees was unchanged from 2005. Overall, the total employees at SPTC decreased by 8% from 2005.

South Plains Telephone Cooperative, Inc. continues to focus on developing relationships with suppliers and professional services providers that are small, and historically underutilized businesses operating in our community. We continue to operate under the philosophy of making good, sound, economic decisions as well as our community responsibility to purchase goods and services within our communities, when possible.

South Plains Telephone Cooperative continues to perform our construction projects with in-house employees. However; this year, SPTC did increase from 2005 purchases in the area of construction contracts, other services and major equipment. The activities decreased in the professional services area.

Public Utility Commission of Texas
Attn: Filing Clerk
1701 N. Congress Avenue
Austin, Texas 78701-1494

The Honorable Rick Perry
Governor's Office
P. O. Box 12428
Austin, TX 78711-2428

Lt. Governor's Office
P. O. Box 12068
Austin, TX 78711-2068

Speaker's Office
Texas House of Representatives
P. O. Box 2910
Austin, TX 78768-2910

The Texas Senate Hispanic Caucus
P. O. Box 12068 Capital 3S.3
Austin, TX 78711-2068

Mexican American Legislative Lead FDN
1005 Congress Ave, Ste 1020
Austin, TX 78701-2689

TX House Legislative Black Caucus
603 West 13th St., #1A-171
Austin, TX 78701-1796

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
SOUTH PLAINS TELEPHONE COOPERATIVE, INC
PO BOX 1379
LUBBOCK, TX 79408-1379

☐ Check here if
this is a change
of address.

2. Year Report Filed

2006

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

3/31/06

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				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	7	6	1				1	5					1
Professionals	1	1						1					
Technicians	3	3						3					
Sales													
Office and Clerical	11		11									3	8
Craft Workers (skilled)	3	3						3					
Operatives (semiskilled)	8	8		1			2	5					
Laborers (unskilled)													
Service Workers	1	1						1					
TOTAL	34	22	11	1			3	18				3	9
Previous Year's Total (if any)	39	25	14	1			2	22				4	10

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		2					2					
Craft Workers (skilled)													
Operatives (semiskilled)													
Laborers (unskilled)													
Service Workers													
TOTAL	2		2					2					
Previous Year's Total (if any)	3	2	1				1	1					1

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 4-14-06	Typed or Printed Name of Person Signing SCOTTY HART	Signature <i>Scotty Hart</i>	Telephone No. (806) 763-2301
Title of Person Signing GENERAL MANAGER		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).	