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December 29, 2006

Public Utilities Commission Texas  
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To Whom It May Concern:

Please find attached the Annual Report on Workforce and Supplier Diversity for Stratos Offshore Services Company as required by the Public Utility Regulatory Act (PURA) # 52.256. This is a first time eligibility filing under project # 21170.

Should you require any further information, please feel free to contact me at (301) 968 1929.

Sincerely,

Neil Prakash  
Vice President – Human Resources



BEYOND THE HORIZON

694



**STRATOS OFFSHORE SERVICES Co.**

1201 LOUISIANA STREET, SUITE 520  
HOUSTON, TEXAS 77002

**WORKFORCE AND SUPPLIER  
DIVERSITY REPORT  
FOR**

**SMALL AND HISTORICALLY UNDERUTILIZED  
BUSINESSES**

**PLAN YEAR 2006  
PROJECT PLAN NO. 21170**

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**STRATOS OFFSHORE SERVICES Co.**

1201 LOUISIANA STREET, SUITE 520  
HOUSTON, TEXAS 77002

**WORKFORCE AND SUPPLIER  
DIVERSITY REPORT**

**FOR  
SMALL AND HISTORICALLY UNDERUTILIZED  
BUSINESSES**

**PLAN YEAR 2006  
PROJECT PLAN NO. 21170**

AP Approved by: \_\_\_\_\_

  
James Parm  
President & Chief Executive Officer of Stratos

AAP Prepared and Approved by: \_\_\_\_\_

  
Neil Prakash  
Vice President – Human Resources



## STRATOS OFFSHORE SERVICES Co.

1201 LOUISIANA STREET, SUITE 520  
HOUSTON, TEXAS 77002

### WORKFORCE AND SUPPLIER DIVERSITY REPORT

FOR  
SMALL AND HISTORICALLY UNDERUTILIZED  
BUSINESSES

PLAN YEAR 2006  
PROJECT PLAN NO. 21170

**CONFIDENTIAL TRADE SECRET**

*The Workforce and Supplier Diversity Report contains confidential and trade secret and commercial information protected from disclosure by Office of Federal Contract Compliance Programs pursuant to 18 U.S.C. § 1905. In addition, exemptions 3 and 4 of the Freedom of Information Act ("FOIA"), protect information in this document from mandatory disclosure to FOIA requestors. See, e.g., Chrysler v. Brown, 441 U.S. 281 (1979). Furthermore, release of any trade secret, confidential statistical or commercial information would be arbitrary and capricious in violation of the Administrative Procedure Act. See, e.g., CAN Financial Corp. v. Donovan, 830 F. 2d 1132, 1144 (D.C. Cir.), cert. Denied, 485 U.S. 977 (1988).*



## **STRATOS OFFSHORE SERVICES Co.**

1201 LOUISIANA STREET, SUITE 520  
HOUSTON, TEXAS 77002

### **WORKFORCE AND SUPPLIER DIVERSITY REPORT**

### **FOR SMALL AND HISTORICALLY UNDERUTILIZED BUSINESSES**

**PLAN YEAR 2006  
PROJECT PLAN NO. 21170**

#### **INTRODUCTION**

Stratos Offshore Services Co. sets forth this Workforce and Supplier Diversity Report for the plan year 2006, reaffirming its commitment pursuant to the requirement of the Public Utility Regulatory Act (PURA) # 52.256(b). Stratos Offshore Services Co. will continue its efforts to comply with appropriate government regulations and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this plan, Stratos recognizes its duty to ensure equal employment opportunity.

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

Actual % = [Total HUB91 procurement + Total Small Business (2) procurement] / Total Company procurement	Actual % for Previous FY	Actual % for Current FY	Percentage Change
Construction Contracts (3)		n/a	%
Commodities Contracts (4)		n/a	%
Other Services (5)		n/a	%
Professional Services Contracts (6)		n/a	%
Major Equipment (7)		n/a	%
Other (8)		n/a	%

No previous or current data exist for contracting activity with small and historically underutilized business for this plan year. 2006 is the first year of filing eligibility. Percentages will be reported in plan year 2007.

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES 2006**

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

No specific initiatives, programs, and activities were undertaken during the preceding year by Stratos Offshore Services Co. since 2006 was the first year of eligibility to participate in the filing of an Annual Five Year Workforce and Supplier Diversity Report.

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

Not Applicable – 2006 was the first year of eligibility.

- (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 the small and historically underutilized business:**

To increase the diversity of its workforce Stratos Offshore Services Co. is investigating implementation of the following strategies:

- Provide training and guidance to employees involved in the recruitment, selection, and performance management to ensure non discriminatory practices in the hiring process.
  - Initiate recruitment activities at Prairie View A&M, Houston-Tillotson, and other historically black colleges and universities.
  - Expand its recruitment activities outside the state of Texas to include a national search for applicants thereby casting a broader net to attract qualified women and minorities to Stratos Offshore Services Co. This is planned through the expansion of it a recently launched recruitment web site in the state of Texas. This site will be expanded to include all of the United States and surveys qualified candidates on diversity status.
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- Where possible, establish regional relationships with student organizations such as the National Society of Black Engineers, Society of Women Engineers, National Society of Hispanic Engineers, American Indian Society of Engineers and Scientist and other related organizations including the Consortium for Graduate Studies in Management.
- Where possible, utilize minorities and women in recruiting and referring applicants.
- In the fourth and fifth year of the Workforce and Supplier Diversity Plan, Stratos will explore the possibility of special programs designed to develop short and long term minority staffing strategies such as high school and college co-op programs, summer and special internships and scholarship programs.
- In the fourth and fifth year of the Workforce and Supplier Diversity Plan, where appropriate, Stratos will coordinate its participation in career days, job fairs, and other college relations efforts with its recruitment schedules and activities.

To increase contracting opportunities with small and historically underutilized businesses, Stratos Offshore Services Co. investigating implementation of the following strategies:

- Establish national and regional relationships with the National Minority Supplier Development Council (NMSDC).
- Establish a relationship with the National Association of Black Purchasing Agents in an effort to access the pool of minority suppliers on a national level.
- Where possible, assist minority vendors in becoming qualified to contract with Stratos.
- Explore advertising opportunities in minority media such as Black Enterprise, Hispanic Times and others.

Currently, Stratos Offshore Services Co. has only 23 employees in the state of Texas and this is the first year filing the Workforce and Supplier Diversity Report. Many of the above initiatives will be implemented over the next five years to suit the size and supplier needs of the organization in the state of Texas. With a small employee base, there are a limited number of recruitment efforts and supplier requirements in a year. The initiatives in the area of Workforce and Supplier Diversity will be implemented proportionately.

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

Monitoring the progress of the plan will be initiated in the 2007 plan year this is the first year of eligibility for reporting.