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WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY

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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	3	0	2	0	0	0	1	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	20	17	3	13	1	0	0	4	2	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Office and Clerical	2	0	2	0	1	0	0	0	1	0	0	0	0
Craft Workers (Skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives (Semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Previous Year Totals	25	22	3	17	1	0	0	5	2	0	0	0	0
This Year Totals	25	20	5	15	2	0	0	5	3	0	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.

CENTURYTEL OF SAN MARCOS, INC.
TEXAS PUBLIC UTILITIES COMMISSION SUBSTANTIVE RULE 26.85

Annual Progress Report on Five-Year Plan to Enhance Supplier and Workforce Diversity

Subsection 26.85(f)(1): An illustration of the diversity of the telecommunications utility's workforce in the State of Texas at the time of the report. If the telecommunications utility is required to file an Equal Opportunity Report pursuant to 26.79 of this title (relating to Equal Opportunity Reports), a copy of that document may be attached to this report to satisfy the requirements of this paragraph.

Please see the attached: WORKFORCE AND SUPPLIER DIVERSITY FORM
WORKFORCE DIVERSITY

Subsection 26.85(f)(2): A description of the specific progress made under the workforce diversity plan filed pursuant to PURA 52.256(b), including:

(A) the specific initiatives, programs, and activities undertaken during the preceding year; and

(B) an assessment of the success of each of those initiatives, programs, and activities.

CenturyTel of San Marcos, Inc. continues to identify local organizations with minority membership emphasis and communicate through these organizations employment opportunities with the Company.

In the years 2005-2006, we were active members in the San Marcos Chamber of Commerce, the San Marcos Hispanic Chamber of Commerce and the Texas State University Career Services Job Shadowing Program.

Subsection 26.85(f)(3): An explanation of the telecommunications utility's level of contracting with small and historically underutilized businesses in the State of Texas.

CenturyTel of San Marcos, Inc. will continue to raise awareness for the need to utilize more small and historically underutilized businesses in the State of Texas as contracts come due and/or renewed.

Subsection 26.85(f)(4): The extent to which the telecommunications utility has carried out its initiatives to facilitate opportunities for contracts or joint ventures with small and historically underutilized businesses.

CenturyTel of San Marcos, Inc. utilizes Sedona Staffing and Spherion, both minority owned franchisees, to help the Company locate qualified applicants as positions become available.

CenturyTel of San Marcos, Inc. works with the Texas Workforce Commission, using their database, to find qualified applicants for hard to place positions.

Subsection 26.85(f)(5): A description of the initiatives, programs, and activities the telecommunications utility will pursue during the next year to increase the diversity of its workforce and contracting for small and historically underutilized businesses in the State of Texas.

CenturyTel of San Marcos, Inc. continues to maintain a commitment to heighten the awareness of a need 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.

CenturyTel of San Marcos, Inc. continues to strive 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 opportunities for doing business with CenturyTel of San Marcos, Inc.

CenturyTel of San Marcos, Inc. continues its aim 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, CenturyTel of San Marcos, Inc. plans to continue its involvement in local, county, and state organizations that promote the use of small businesses.

We continue to strive to identify local organizations with minority membership emphasis and to communicate through these organizations employment opportunities with the Company.

We continue to strive to identify local organizations with female membership emphasis and communicate through these organizations employment opportunities with the Company.

We continue to strive to identify local educational institutions and communicate through the educational employment outreach programs employment opportunities available for minority and female students. We also attempt to work with educational institutions to establish a job shadow program. Job shadowing is a four or eight hour program that allows undergraduate students the ability to attend a business of their choice that closely resembles the job or company that they intend to pursue. These type programs may be established through community or surrounding area colleges.

In 2005-2006, we are active members in the San Marcos Chamber of Commerce, the San Marcos Hispanic Chamber of Commerce and the Texas State University Career Services Job Shadowing Program.

Our Corporate Human Resources Department continues to post available job opportunities on the company website.

Current job opportunities are also posted on major job search websites.

Subsection 26.85(f)(5): Continued

We continue to offer available work-related training to employees.

We continue to offer available advancement opportunities to employees.

We continue to identify local organizations with minority business membership emphasis and to strive to participate or communicate through these local organizations business opportunities with the Company.

We continue to identify local organizations with female-owned business membership emphasis and participate or communicate through these local organizations business opportunities with the Company.

We continue to strive to identify local organizations with small business membership emphasis and remain aware of the need to participate or communicate business opportunities available with the Company.