



Control Number: 30240



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# WORKFORCE AND SUPPLIER DIVERSITY FORM

## WORKFORCE DIVERSITY

Project No. 30240

West Texas Rural Telephone Cooperative, Inc. 2007 DEC 19 PM 3:56

| Occupational Categories     | NUMBER OF TEXAS FULL-TIME EMPLOYEES FOR REPORTING YEAR 2007 |                |        |           |        |                  |        |          |        |       |        |                 |        |
|-----------------------------|-------------------------------------------------------------|----------------|--------|-----------|--------|------------------|--------|----------|--------|-------|--------|-----------------|--------|
|                             | 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      | 2                                                           | 2              | 0      | 2         |        |                  |        |          |        |       |        |                 |        |
| Professionals               | 4                                                           | 4              | 0      | 4         |        |                  |        |          |        |       |        |                 |        |
| Technicians                 | 3                                                           | 3              | 0      | 3         |        |                  |        |          |        |       |        |                 |        |
| Sales Workers               | 0                                                           | 0              | 0      |           |        |                  |        |          |        |       |        |                 |        |
| Office and Clerical         | 8                                                           | 0              | 8      | 5         |        |                  |        | 3        |        |       |        |                 |        |
| Craft Workers (Skilled)     | 9                                                           | 9              | 0      | 7         |        | 1                |        | 1        |        |       |        |                 |        |
| Operatives (Semi-skilled)   | 5                                                           | 5              | 0      | 3         |        |                  |        | 2        |        |       |        |                 |        |
| Laborers (Unskilled)        | 0                                                           | 0              | 0      |           |        |                  |        |          |        |       |        |                 |        |
| Service Workers             | 0                                                           | 0              | 0      |           |        |                  |        |          |        |       |        |                 |        |
| <b>Previous Year Totals</b> | 32                                                          | 24             | 8      | 20        | 5      | 1                | 0      | 3        | 3      | 0     | 0      | 0               | 0      |
| <b>This Year Totals</b>     | 31                                                          | 23             | 8      | 19        | 5      | 1                | 0      | 3        | 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.

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

**Project No. 30240**

**West Texas Rural Telephone Cooperative, Inc.**

| <b>Actual % = [Total HUB(1) procurement + Total Small Business(2) procurement]/Total Company procurement</b> | <b>Actual % for Previous FY</b> | <b>Actual % for Current FY</b> | <b>Percentage Change</b> |
|--------------------------------------------------------------------------------------------------------------|---------------------------------|--------------------------------|--------------------------|
| Construction Contracts (3)                                                                                   | 0.0000%                         | 0.3800%                        | %                        |
| Commodities Contracts (4)                                                                                    | 12.7600%                        | 10.3100%                       | -19.20%                  |
| Other Services (5)                                                                                           | 2.6800%                         | 4.5300%                        | 69.03%                   |
| Professional Services Contracts (6)                                                                          | 14.2500%                        | 10.7500%                       | -24.56%                  |
| Major Equipment (7)                                                                                          | 33.3000%                        | 10.3700%                       | -68.86%                  |
| Other (8)                                                                                                    |                                 |                                | %                        |

(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.