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**SPRINT COMMUNICATIONS COMPANY, L.P.
WORKFORCE AND SUPPLIER DIVERSITY FORM**

WORKFORCE DIVERSITY

Docket Nos. 30238 and 30240

2007 DEC 28 AM 10:35

Occupational Categories

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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
HUB/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	Actual % for Current FY	Percentage Change
Construction Contracts (3)		0.1610%	0.1194%	-25.86%
Commodities Contracts (4)		0.0652%	0.0816%	25.15%
Other Services (5)		1.7541%	2.8812%	64.25%
Professional Services Contracts (6)		3.5188%	8.3961%	138.61%
Major Equipment (7)		0.5186%	0.7514%	44.89%
Other (8)		12.6343%	16.0448%	26.99%

(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.

WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

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

Recruitment

- Sprint Nextel's Office of Inclusion and Diversity participates and sponsors a variety of events for the purpose of diversity recruitment. These events include:
 - National Association for the Advancement of Colored People (NAACP) Convention
 - National Urban League Conference
 - National Council of La Raza (NCLR) Conference
 - The League of United Latin American Citizens (LULAC) Convention
- Sprint Nextel's National Staffing group along with support from hiring managers and executives, participate in a variety of events for the purpose of diversity recruitment. These events include:
 - National Black MBA Association (NBMBA) Conference
 - National Society of Hispanic MBA Association (NSHMB) Conference
 - National Society of Black Engineers (NSBE) Conference
 - Society for Professional Hispanic Engineers (SHPE) Conference
 - Society of Women Engineers (SWE) Conference
 - Southern Comfort Conference
- Sprint Nextel recruits intern talent from INROADS, a leadership development and training organization for ethnically diverse college students. INROADS recruit college students nationwide for placement within corporations.
- Actively recruit bilingual candidates for positions in the Credit & Collections Call Center in Temple, TX
- Posted Manager positions with the Dallas Hispanic Chamber of Commerce
- Posted Manager positions with the Houston Hispanic Chamber of Commerce
- Posted positions with community colleges in Amarillo, Dallas, Houston, and Midland, TX
- Posted positions with Texas A&M University
- Recruited at the Fort Hood ACAP Job Fair
- Recruited at the Southwest Diversity Job Fair in Dallas
- Recruited at the Texas Diversity and Leadership Conference Career Fair
- Sprint Nextel's Supplier Diversity group along with support from the Supply Chain Management organization and other procuring decision-makers participate in a variety of events for the purpose of supplier diversity recruitment. These events include:
 - Black Enterprise (Women of Power Summit)
 - National Center for American Indian Enterprise Development (RES2007)
 - National Minority Supplier Development Council (Telecommunications Industry Meeting)
 - DiversityBusiness.com (2007 Annual Conference)
 - National Cable & Telecommunications Association (The National Show)
 - US Pan-Asian American Chamber of Commerce (CelebrAsian 2007)
 - National Association of Women Business Owners (Annual Conference)
 - California Disabled Veterans' Business Enterprise Alliance (Veteran-Owned Business Expo)
 - NXTComm (NXTComm 2007)

WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

- Women's' Business Enterprise National Council (National Conference & Business Fair)
- MedWeek (National MedWeek Conference)
- US Hispanic Chamber of Commerce (National Convention Business Expo)
- National Minority Supplier Development Council (National Conference & Business Fair)

Advertisement

- Sprint takes an active role in diversity advertising, by advertising in a wide range of publications. The following represents some of the publications selected for diversity advertisements in 2007:
 - Women of Color in Technology Magazine
 - National Congress of Black Women's Annual Conference Magazine
 - Hispanic MBA Magazine
 - National Black MBA Association (NBMBA)
 - National Association of Black Accountants (NABA)
 - Black Enterprise Magazine
 - DiversityInc.
 - Diversity Careers in Engineering
 - National Business & Disability Council
 - CareerFocus Magazine
 - Que Pasa-Killen
 - Austin Statesmen
 - Texas Workforce Commission
 - National Minority Supplier Development Council (NMSDC)
 - Women's Business Enterprise National Council (WBENC)
 - Veterans' Business Journal (Vetpreneur)
 - Fortune Small Business
 - Women's' Enterprise Magazine USA
 - DiversityPlus Magazine
 - Kansas City Small Business Monthly
 - Indian Country Magazine
 - National Center for American Indian Enterprise Development (NCAIED)

Awards & Recognition-2007

Black Engineer Magazine	Most Important Blacks in Technology 2007 - Paget L. Alves, President, South Region
DiversityInc.	DiversityInc just released its annual Top 50 Companies for Diversity list, one of the most respected sources for corporate diversity. For the fourth consecutive year, Sprint Nextel has earned a spot on the list. What's more, we actually leapt 11 spots from No. 39 in 2006 to No. 28 this year!
Urban League	Sprint received the Urban League of Greater Kansas City's Equalizer Award, an award for advancing Corporate Diversity and Inclusion, on March 29, 2007.
DiversityBusiness.com	Sprint named to Top 40 Companies for Top Organizations for Multicultural Business Opportunities
DiversityInc.	Sprint's Hispanic Marketing program named as three best of all times
Hispanic Magazine	Sprint named to 2007 Top Companies for Hispanics

WORKFORCE AND SUPPLIER DIVERSITY FORM COMPANY INITIATIVES

Veteran Business Journal	Sprint named in Top 10 Most Veteran Friendly Corporate Supplier Diversity Programs
Telephia	Sprint is an industry leader with Hispanic market share.
Billboard Magazine	Billboard Magazine selected MANA as one of the top 10 artists "Wireless Winners" based on Sprint's Hispanic Power Vision program. MANA was the only Hispanic artists mentioned on the report.
National Black MBA Magazine	Recognized Denise Russell Fleming as one of the Top 50 Under 50.
Marketing y Medios	Selected 2 Sprint Spanish language ads among the top 13 (out of 200 entries submitted) for best work in the Hispanic Market.
Black MBA Magazine	Sprint named as one of the Top 50 Companies for Blacks to work.
Hispanic Business Magazine	Sprint named to Diversity Elite Top 60 List (Sprint ranked #50).
LatinaStyle 50	Sprint received Honorable Mention as top companies for Latinas to work.
Human Rights Campaign	Sprint received 100% perfect score on Corporate Equality Index survey. Of 14 companies ranked in the telecommunications category, only 5 received 100%.
DiversityPlus Magazine	Recognized Dawn Cromer among the "Champions of Diversity".
Women's' Enterprise Magazine USA	Recognized Dawn Cromer as one of the "Top 100 Women Impacting Supplier Diversity".

Employee Resource Groups (ERGs)

ERGs are a critical component in Sprint's approach to inclusion. The ERGs help the company to compete in the marketplace as well as create revenue opportunities. They promote inclusion, open dialogue, learning, and constructive contribution. Sprint Nextel currently supports four ERGs (with 9 chapters located across the US): the Diamond Network, an African-American focused group, Enlace, a Hispanic focused group, Oasis, an Asian Pacific American group and Sprint Pride, a GLBT group. Approximately 3,293 Sprint employees are members of the ERGs. Within the ERGs, Sprint supports a formal group mentoring program and a professional development curriculum.

**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:**

The activities listed above were very successful as Sprint Nextel continues to offer opportunities for its employees as well as potential employees.

Sprint Nextel is making a major effort to increase diversity at all levels of the company and to make inclusion an ingrained part of our culture.

- (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:**

Sprint plans to continue its successful recruitment and sponsorship strategy to ensure a continuing focus on increasing overall minority representation within the corporation. In 2007, Employee Resource Groups increased in membership by 41%. Sprint expects additional increase in membership in 2008, along with launching additional ERGs. Mandatory Inclusion training will be rolled out to all employees throughout 2008.

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

While Sprint Nextel has experienced merger and reorganization activities in its workforce, it continues to offer successful programs for minority employees, as well as minority candidates. Relationship building has continued to be a priority and successful for Sprint.