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Project No. 30240/Project No. 30238

Plan and Report of Workforce Diversity and Other Business Practices

PURA 52.256(b)

October 1, 2006 through September 30, 2007

for

GUADALUPE VALLEY TELEPHONE COOPERATIVE, INC.

(GVTC)

and

AFFILIATE GUADALUPE VALLEY COMMUNICATIONS SYSTEMS,

L.P.

(GVCS)

The following plan and report are filed to comply with the requirements of the Public Utility Commission Project number 30240 and Project number 30238 – Compliance Proceeding for Telecommunications Utilities' Five Year Plan to Enhance Workforce Diversity. GVTC is proud of its past record to enhance workforce diversity. It has been and will continue to be our desire to move in a direction that increases the diversity of the workforce and increases the amount of business GVTC does with small and underutilized businesses. GVTC's member-owners understand and appreciate our diverse workforce and the amount of business we do with small and underutilized businesses throughout the area we serve.

Our fiduciary responsibility to the member-owners of GVTC will continue to remain one of our primary goals as we continue to provide area-wide telephone service on the cooperative plan and at the lowest cost consistent with sound economy and good management.

By the very nature of our rural service area, we must support the small towns and the entities that provide goods and services to these communities. Therefore, when possible, GVTC conducts business with local businesses to provide it with the goods and services needed to meet the goal for which the cooperative was organized. The following report reflects where we are, and our plan to achieve a better cooperative, a more diverse workforce, with as much emphasis as possible in utilizing underutilized businesses in our communities. However, our commitment to employing and purchasing within the communities we serve when and where possible far outweighs attempting to achieve an improved statistical number in these areas.

Within our fiduciary responsibility to our member-owners, we are obligated to make good, sound economic policy decisions as well as to fulfill our communities when possible.

This, our third report of our five-year plan, includes information on our present position as it relates to the diversity of our workforce and the utilization of small and historically underutilized businesses where available and when appropriate. This plan also attempts to incorporate guidelines that we are implementing within our policy to maintain and improve our efforts in these two areas.

FIVE-YEAR PLAN TO ENHANCE WORKFORCE DIVERSITY

I. Performance with regard to Workforce Diversity and Contracting with Small and Historically Underutilized Businesses.

The following exhibits include information that is currently reported and on file with appropriate state or federal agencies. Exhibit I. Illustrates the current status of GVTC workforce as reported to the Equal Employment Opportunity Commission (EEOC). A copy of the official report as filed is attached for reference.

A copy of our Historically Underutilized Business report has been sent to the Public Utility Commission of Texas as of December 5, 2007. This report outlines the procurements expended with businesses as certified by them to us as historically underutilized businesses and business that are non-historically underutilized businesses but meet the definition of small business as defined in the Texas Government Code.

II. Initiatives that will continue to be pursued.

- A. GVTC is committed to employ a workforce with emphasis placed on recruiting, training, and employing individuals with the education and skill-sets needed from within the local community.
- B. GVTC strives to utilize historically underutilized businesses for the procurement of goods and services, especially when the historically underutilized business is affiliated or located within its local or surrounding communities.
- C. GVTC also aims to utilize small businesses or others than those defined as historically underutilized businesses in our procurement of goods and services. With emphasis on local or surrounding area economic growth, we plan to continue our involvement in organizations that promote the use of small businesses.

In the close of the year 2007, our workforce totaled 230 employees. During the year we had an increase of minority including 1 African American, 3 Hispanic, and 1 Asian.

III. List of programs and activities to achieve the initiatives.

- A. Identify local organizations with minority/female membership emphasis to communicate through these organizations employment opportunities.
- B. Identify local educational institutions and communicate through their programs employment opportunities available for minority and female students.
- C. Post available job opportunities on website.
- D. Provide for diversity related employee training.
- E. Offer available advancement opportunities to employees.

In the year 2007, we continued to identify the following local organizations with minority/female membership emphasis and we continue to communicate through these organizations employment opportunities.

- A. Comal County Women's Center
Communities in Schools of Comal County, Inc.
New Braunfels Women's Chamber of Commerce
Canyon Lake Women In Business
Guadalupe Cattle Women's Association-Gonzales
- B. New Braunfels High School
Comal I.S.D.
Texas Lutheran University
Bastrop High School
Blanco High School
Canyon High School
Cuero High School
Gonzales High School
Lockhart I.S.D.
Nixon-Smiley High School
Seguin High School
Smithson Valley High School
Waelder High School
- C. We continue to post all job opportunities on the website.
- D. All available advancement opportunities are extended to qualified employees

Initiatives to Receive Utilization of Historically Underutilized Businesses.

- A. Identify local organizations with minority business and with female-owned business membership emphasis and participate or communicate through these organizations business opportunities with our cooperative.
- B. Post contracting opportunities with local media and on website.

Initiatives Related to the Utilization of Small Businesses Other Than Historically Underutilized Businesses.

- A. Identify local organizations with small business membership emphasis and participate or communicate business opportunities available with the cooperative.
- B. Post contracting opportunities with local media and on website.

IV. List of Business Partnership Initiatives Undertaken to Facilitate Small and Historically Underutilized Entry into the Telecommunications Market.

At this time, GVTC is not engaged in any business partnerships or joint ventures in which it has control or operational responsibility for the workforce or procurement.

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WORKFORCE AND SUPPLIER DIVERSITY FORM **WORKFORCE DIVERSITY**

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	36	23	13	20	12	0	0	1	0	0	1	2	0	
Professionals	9	7	2	6	2	0	0	1	0	0	0	0	0	
Technicians	41	29	12	21	11	1	0	6	0	1	0	0	1	
Sales Workers	7	5	2	4	2	0	0	1	0	0	0	0	0	
Office and Clerical	73	12	61	12	47	0	1	0	13	0	0	0	00	
Craft Workers (Skilled)	51	5	0	39	0	1	0	9	0	0	0	2	0	
Operatives (Semi-skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	
Laborers (Unskilled)	13	13	0	12	0	0	0	1	0	0	0	0	0	
Service Workers	0	0	0	0	0	00	0	0	0	0	0	0	0	
Previous Year Totals	223	134	89	111	75	1	1	17	12	1	0	4	1	
This Year Totals	230	140	90	114	74	2	1	19	13	1	1	4	1	

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.