



Control Number: 30240



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www.pathwayz.com

Pathwayz Communications, Inc.  
P. O. Box 19417  
Amarillo, TX 79114

December 28, 2007

The Public Utility Commission of Texas  
ATTN: Central Records  
1701 N. Congress Avenue  
PO Box 13326  
Austin, TX 78711-3326

30240

Re: Project Number 35071

To Whom It May Concern:

Pursuant to Project 35071, please find enclosed four (4) copies of our Workforce and Supplier Diversity Form for 2007. This report has been filed to the best of my knowledge. I do not know the ownership of some of the businesses with which we do business due to lack of response from our annual survey.

Please accept this submission in fulfillment of our reporting requirements. If you have any questions, do not hesitate to contact me at the telephone number listed below or at [lshelton@pathwayz.com](mailto:lshelton@pathwayz.com).

Sincerely,

*Lacey S. Shelton*

Lacey Shelton  
Administrative Assistant

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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	2	2	0	2									
Professionals	0	0	0										
Technicians	0	0	0										
Sales Workers	0	0	0										
Office and Clerical	4	0	4		4								
Craft Workers (Skilled)	3	3	0	2		1							
Operatives (Semi-skilled)	0	0	0										
Laborers (Unskilled)	0	0	0										
Service Workers	0	0	0										
<b>Previous Year Totals</b>	0	0	0										
<b>This Year Totals</b>	9	5	4	4	4	0	0	1	0	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** **HUB/SMALL BUSINESS PROCUREMENT AS A PERCENTAGE OF TOTAL COMPANY PROCUREMENT**

Construction Contracts (3)	0.0000%	100.0000%	100.00%
Commodities Contracts (4)	0.0000%	0.0000%	0.00%
Other Services (5)	59.0000%	74.0000%	15.00%
Professional Services Contracts (6)	37.0000%	4.0000%	7.00%
Major Equipment (7)	2.0000%	0.0000%	2.00%
Other (8)	0.0000%	0.0000%	0.00%

(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:**

Insert text here

Pathwayz Communications, Inc. supports diversity in the workplace. With only 9 full-time and 3 part-time employees, no formal program was implemented. We use the Texas Workforce Center to find applicants for some of our customer service positions. It is our understanding that they ensure that minority candidates are aware of our openings.

**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:**

Insert text here

Not Applicable

- (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:**

Insert text here

It is under our management plan to interview at least one minority candidate for each position if possible. With 10 of our 12 employees being tenured for three years or more, we rarely need to list job openings. Pathwayz Communications, Inc. will continue to work to identify underutilized vendors for future projects and expenditures.

**WORKFORCE AND SUPPLIER DIVERSITY FORM  
COMPANY INITIATIVES**

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

Insert text here

Our current workforce of 9 full-time and 3 part-time workers is 25% minority and 58%female.