



Control Number: 30240



Item Number: 950

Addendum StartPage: 0



January 3, 2008
Via Overnight Delivery

2600 Maitland Center Pkwy.
Suite 300
Maitland, FL 32751
P.O. Drawer 200
Winter Park, FL
32790-0200
Tel: 407-740-8575
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Central Records Division
Public Utility Commission of Texas
1701 N. Congress Avenue
Austin, TX 78711-3326

RE: Bell Atlantic Communications, Inc. d/b/a Verizon Long Distance
TX Workforce Diversity 5 Year Plan
For the year ending September 30, 2007
Project No. 30240

RECEIVED
2008 JAN -4 PM 2:43
PUBLIC FILING CLERK

Dear Sir or Madam:

Please be advised by this letter, filed on behalf of Bell Atlantic Communications, Inc. d/b/a Verizon Long Distance ("VLD"), that VLD has less than 16 employees in Texas. For this reason, it is understood that VLD satisfies the annual update required by rule §26.85 by completing only subsection (f)(1) of this rule. As in years past, this year's information is found in the aggregate annual filing made by Verizon Southwest which is attached.

Please notify TMI as soon as possible if further action on the part of VLD is required.

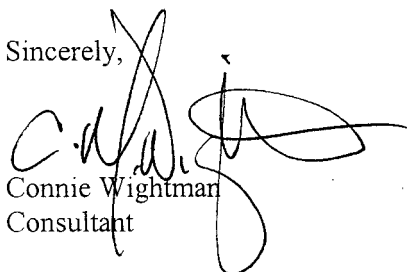
Per Commission mailing instructions - 1 original (stapled), 3 copies (stapled), 1 copy without staples, binding, tabs or separators.

Please acknowledge receipt of this filing by date-stamping the extra copy of this cover letter and returning it to me in the self-addressed, stamped envelope provided for that purpose.

Questions regarding this filing should be directed to my attention at 407-740-8575.

Thank you for your assistance in this matter.

Sincerely,



Connie Wightman
Consultant

cc: Joan M. Engler - VLD
file: VLD - TX

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LARGE UTILITIES HUB USE REPORT (Texas purchases)

Verizon Communications

MBE Procurement	Construction	Commodities	Other Services	Professional	Major Equipment	Other	Total HUB
	MBE Exp.	MBE Exp.	MBE Exp.	MBE Exp.	MBE Exp.	MBE Exp.	MBE Exp.
African American Male	\$ -	\$ 1,624	\$ 133,958	\$ -	\$ 15,213	\$ 1,110	\$ 151,905
African American Female	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,867	\$ 2,867
Total	\$ -	\$ 1,624	\$ 133,958	\$ -	\$ 15,213	\$ 3,977	\$ 154,773
Asian American Male	\$ 54,380	\$ 91,767	\$ -	\$ -	\$ -	\$ 13	\$ 146,161
Asian American Female	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,891	\$ 18,891
Total	\$ 54,380	\$ 91,767	\$ -	\$ -	\$ -	\$ 18,904	\$ 165,052
Hispanic American Male	\$ -	\$ 88,575	\$ 10,979	\$ 644,421	\$ 147,431	\$ 2,513,769	\$ 3,405,176
Hispanic American Female	\$ -	\$ 2,204	\$ 604,461	\$ -	\$ -	\$ 2,010,553	\$ 2,617,218
Total	\$ -	\$ 90,779	\$ 615,440	\$ 644,421	\$ 147,431	\$ 4,524,322	\$ 6,022,393
Native American Male	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 543	\$ 543
Native American Female	\$ -	\$ -	\$ 3,745	\$ -	\$ -	\$ -	\$ 3,745
Total	\$ -	\$ -	\$ 3,745	\$ -	\$ -	\$ 543	\$ 4,288
MBE Total	\$ 54,380	\$ 184,171	\$ 753,144	\$ 644,421	\$ 162,645	\$ 4,547,746	\$ 6,346,506
WBE Total	\$ 805,216	\$ 731,067	\$ 659,352	\$ 1,172	\$ 164,634	\$ 928,294	\$ 3,289,736
Total MBE & WBE Procurement	\$ 859,597	\$ 915,238	\$ 1,412,496	\$ 645,593	\$ 327,278	\$ 5,476,041	\$ 9,636,243
Total Unknown Status Procurement (1)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Non-Fuel Procurement (2)	\$ 67,894,206	\$ 9,932,504	\$ 78,783,258	\$ 6,057,304	\$ 9,843,114	\$ 58,966,057	\$ 231,476,442
Total Fuel and Purchased Power Procurement (electric only)							Total Utility Purchases
Total Non-Fuel, Fuel, and Purchased Power Procurement							N/A
							231,476,442

(1) Vendors for whom HUB status is not directly known.

(2) Expenditures for goods and services from vendors not including wages, benefits, and other non-negotiable goods and services such as taxes and postage. Includes MBE/WBE and Unknown Procurement.

Reporting Period: Oct. 1, 2006 through Sep. 30, 2007
Address: 700 Hidden Ridge Mailcode: HQW03M55
City: Irving

Reporting Date: December 15, 2007
Contact person: Jesse Crawford
State: TX Zip: 75038
Phone: 972-718-3261

LARGE UTILITIES HUB USE REPORT (purchases outside Texas)

VERIZON COMMUNICATIONS

MBE Procurement	Construction MBE Exp	Commodities MBE Exp	Other Services MBE Exp	Professional MBE Exp	Major Equipment MBE Exp	Other MBE Exp	Total HUB MBE Exp
African American	\$ -	\$ 391,739	\$ 15,695,616	\$ -	\$ 243,870	\$ 41,223	\$ 16,372,449
Male	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 79,161	\$ 79,161
Female	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 120,385	\$ 16,451,610
Total	\$ -	\$ 391,739	\$ 15,695,616	\$ -	\$ 243,870	\$ -	\$ 16,451,610
Asian American	\$ -	\$ -	\$ 165,611	\$ 27,256	\$ 22,389,171	\$ 492,141	\$ 23,074,178
Male	\$ -	\$ -	\$ 12,362	\$ -	\$ -	\$ -	\$ 6,958,063
Female	\$ -	\$ 6,945,701	\$ -	\$ -	\$ -	\$ -	\$ 30,032,241
Total	\$ -	\$ 6,945,701	\$ 177,973	\$ 27,256	\$ 22,389,171	\$ 492,141	\$ 30,032,241
Hispanic American	\$ 5,244	\$ 24,189	\$ 2,840,834	\$ 530,508	\$ 3,999	\$ 138,754	\$ 3,543,529
Male	\$ -	\$ 21,692	\$ 8,977	\$ -	\$ -	\$ 742	\$ 31,411
Female	\$ 5,244	\$ 45,882	\$ 2,849,811	\$ 530,508	\$ 3,999	\$ 139,496	\$ 3,574,940
Total	\$ 5,244	\$ 70,081	\$ 2,858,805	\$ 530,508	\$ 7,998	\$ 140,240	\$ 3,616,800
Native American	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 121	\$ 121
Male	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 39,045	\$ 39,045
Female	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 39,166	\$ 39,166
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 121	\$ 121
MBE Total	\$ 5,244	\$ 7,383,322	\$ 18,723,400	\$ 557,764	\$ 22,637,040	\$ 791,187	\$ 50,097,957
WBE Total	\$ 1,351,827	\$ 720,964	\$ 4,692,222	\$ 10,380	\$ 82,019	\$ 3,170,721	\$ 10,028,134
Total MBE & WBE Procurement	\$ 1,357,071	\$ 8,104,286	\$ 23,415,623	\$ 568,144	\$ 22,719,059	\$ 3,961,908	\$ 60,126,091
Total Unknown Status Procurement (1)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	N/A
Total Non-Fuel Procurement (2)	\$ 20,475,549	\$ 47,179,753	\$ 334,663,569	\$ 20,026,504	\$ 79,730,131	\$ 78,730,587	\$ 580,806,093

Total Utility Purchases

Total Fuel and Purchased Power Procurement (electric only)

Total Non-Fuel, Fuel, and Purchased Power Procurement

N/A
580,806,093

(1) Vendors for whom HUB status is not directly known.

(2) Expenditures for goods and services from vendors not including wages, benefits, and other non-negotiable goods and services such as taxes and postage. Includes MBE/WBE and Unknown Procurement.

Oct 1, 2006 through Sep 30, 2007

Reporting Date: December 15, 2007

State/CA Zip: 95630
Phone: 916-357-3808 Fax: 916-357-3830

Reporting Period:
Address: 255 Parkshore Dr
City: Folsom

To be filed by a utility which has more than 1,000 customers in a state other than Texas, or which purchases more than 10% of its goods and services from vendors not located in Texas

Verizon 5 Year Plan Results and 2007 Update

[illegible]

* Revised 2003

Revised 2003

Note 1: \$ includes all Verizon Texas expenditures except payments to Government entities, affiliates, and charity

Note 1. \$ includes all Verizon Texas expenditures except payments to government entities, and security. Note 2. Includes 2nd tier expenditures reported on optional supplement. One quarter of the tier 2 data is based on an estimate due to reporting timeframes conflicting with the Texas reporting timeframe. Note 3. Includes all tier expenditures reported on optional supplement. One quarter of the tier 2 data is based on an estimate due to reporting timeframes conflicting with the Texas reporting timeframe.

SUPPLEMENTAL HUB USE REPORT

Utility: Verizon Communications

TOTAL INDIRECT/SECOND TIER PROCUREMENT EXPENDITURES

	Construction	Commodities	Other Services	Professional	Major Equipment	Other	Total HUB
Total MBE & WBE Direct Procurement	\$ 2,216,668	\$ 9,019,524	\$ 24,828,119	\$ 1,213,737	\$ 23,046,337	\$ 9,437,948	\$ 69,762,334
Total MBE & WBE 2nd Tier	\$ 1,526,949	\$ 4,252,280	\$ -	\$ 5,716,449	\$ 137,245	\$ 2,043,827	\$ 13,676,749
Total Direct and 2nd Tier	\$ 3,743,617	\$ 13,271,804	\$ 24,828,119	\$ 6,930,186	\$ 23,183,582	\$ 11,481,775	\$ 83,439,083

Fuel & Purchased Power Procurement (electric only)

Total Non-Fuel, Fuel, & Purchased Power Procurement

Total Utility Purchases	Direct MBE+WBE	Second-Tier MBE+WBE
N/A	N/A	N/A
\$ 812,282,536	\$ 69,762,334	\$ 13,676,749

This optional form may be submitted if necessary to depict accurately a utility's overall HUB expenditures.

Reporting Period: Oct. 1, 2006 through Sep. 30, 2007

Address: 700 Hidden Ridge Mailcode: HQW03M55

City: Irving

State: TX Zip: 75038

Contact person: Jesse Crawford

Phone: 972-718-3261

"Total Non-Fuel Procurement" is expenditures for goods and services from vendors not including wages, benefits, and other non-negotiable goods and services.



**Verizon Communications
Texas PURA
Supplier Diversity Plan
(2000 – 2007)**

Update 2007

Contact Person: Delores Johnson-Cooper – Director
Address: Verizon Supplier Diversity
1320 N. Courthouse Road
Arlington, VA 22201
Phone: (703) 974-3304
E-mail: delores.johnson-cooper@verizon.com

Verizon Communications
Texas Region Supplier Diversity
2007 Update: Supplier Diversity Plan 2000-2004

Update 2007

Initiatives, programs, and activities Verizon Communications will pursue during the next year to increase the diversity of its contracting opportunities for minority and women-owned businesses (historically underutilized businesses "HUBs").

Summary

Diversity is viewed as a "Core Value" in Verizon Communications and this commitment is reflected throughout the entire organization including the procurement process. For Verizon Southwest, HUB share of total spend was 9.3% (October 1, 2006- September 30, 2007). The results also reflect the success of our ongoing coaching and advocacy efforts in 2007, which increased the business opportunities for all minorities. Our Second Tier Program and initiatives also positively impacted our Diversity performance in 2007.

I - Initiatives

Corporate Policy

Verizon does not have a "set aside" program for HUBs and bases its procurement practices on a competitive bid process. Verizon believes that minority and women business owners are fundamentally competitive and can deliver valuable and cost-effective products and services. To this end, it is our policy to offer HUBs maximum opportunity to compete on an equal basis with all other suppliers in our strategic sourcing process. In doing so, Verizon seeks to instill *sustainable* business with HUBs, while obtaining necessary products and services for the corporation at a competitive cost.

Management Accountability

The management team at Verizon communicates its commitment to diversity procurement by delivering annual and quarterly results throughout the corporation. These results are often included by our CEO in addresses to our stakeholder community. The Supplier Diversity team of managers continually communicate Verizon results both internally and externally to increase awareness of our diversity procurement efforts. Managers within the organization are held accountable for diversity procurement results. Verizon has re-aligned its compensation approach through its Diversity Performance Index (DPI).

Verizon Communications
Texas Region Supplier Diversity
2007 Update: Supplier Diversity Plan 2000-2004

A percentage of the bonus compensation of executives is tied specifically to supplier diversity procurement. In addition, supplier diversity results is a performance ratings factor for employees involved in the decision making process for supplier selection.

Mission Statement

Supplier Diversity is an integral part of Verizon's Diversity Strategy to support economic development of the communities where it does business and to develop products and services that appeal to its diverse customer base. Verizon's CEO and other senior management will continue to communicate our commitment to expand opportunities for historically underutilized businesses. Verizon embraces the following mission statement for Supplier Diversity:

"Verizon has a strong commitment to diversity. That commitment extends to our supplier relationships. Supplier Diversity is also critical to Verizon's success in a competitive marketplace. It builds customer loyalty, stimulates economic growth, and taps into the innovation and entrepreneurship we need to compete for new growth in the market. By including Minority, Women, Veterans and Persons with Disability-owned business enterprises (MWDVBEs) in our supplier chain, we accomplish two goals at once. We position our business for success - and we contribute to the economic prosperity of the communities we serve."

Outreach

In order to advance the supplier diversity message, both internally and externally, Verizon takes a strategic approach to establishing and building relationships with HUBs and the organizations that supports them:

- Verizon has regular participation in business development trade fairs and other networking functions where potential suppliers have direct access to Verizon procurement professionals.
- Verizon employees play active and leadership roles in support of advocacy groups such as the National Minority Supplier Development Council at the national and local levels. Included are Board memberships, event sponsorship and active committee participation.
- Verizon's award winning supplier diversity website is easy to find from the homepage of the company's consumer site. At the site, Verizon potential suppliers can register with us and view upcoming projects.
- Verizon regularly participates in business development conferences and takes on speaking roles on "How to do business with major corporations."
- We will continue to participate and or sponsor numerous outreach programs in Texas. In 2007 these included the following:

Verizon Communications
Texas Region Supplier Diversity
2007 Update: Supplier Diversity Plan 2000-2004

ORGANIZATION	ACTIVITY/EVENT/LOCATION
Women's Business Council - Southwest	Round-Up Trade show and Luncheon, 12 th Annual "Harvesting Partnerships Sponsorship, New Members Orientation and Training Committee, Sponsor for Power to Potential Networking event. Arlington, TX
Texas Association of Mexican American Chamber of Commerce (TAMACC)	Annual Convention and Business Expo San Antonio, TX
US Hispanic Chamber of Commerce	National Convention & Business Expo Puerto Rico
Central & South Texas Minority Business Council	Networking Luncheon/Telecom & Technology San Antonio, TX
Dallas Black Chamber of Commerce	23 rd Quest for Success Luncheon, Golf Tournament, and Annual Awards Banquet Dallas, TX
D/FW Minority Business Development Council	Board member, Access '07, Certification Committee participation, Supplier Diversity Professional Development Committee, Annual Golf Tournament sponsor, and E Awards "Silent Auction Committee" Co Chair. Arlington, TX
US Pan Asian Chamber of Commerce Dallas, TX (USPACC)	Asian Business Expo Tradeshow, Arlington, TX
Central & South Texas Minority Business Council	Technology Workshop
Greater Dallas Hispanic Chamber of Commerce	"Viva Dallas", "Quality & Excellence Awards" & Entrepreneurial Expo Dallas, TX
Greater Dallas Chamber of Commerce (GDCC)	"Beyond Certification-RFP Guide" Workshop Dallas, TX
Disabled Veteran Business Enterprise Dallas Fort Worth	3rd Annual VFAS Conference Dallas, TX

II - PROGRAMS

Resources

The Supplier Diversity program is led by a Director and is a part of the Verizon Corporate Sourcing department.

The Supplier Diversity team is responsible for:

- Interfacing with internal product and service procurement groups and cross-functional teams to access buying requirements and to identify opportunities for HUBs.
- Partnering with advocacy groups to recruit HUB suppliers.
- Encouraging and supporting the utilization of HUBs.
- Identifying and verifying supplier information.
- Establishing the corporate strategy and utilization goals.
- Tracking, monitoring and reporting the performance and expenditures of prime suppliers and HUBs.
- Training and creating an increased awareness in buying and user organizations.
- Encouraging and assisting prime suppliers in developing plans to increase the use of HUBs as subcontractors.
- Managing and facilitating Verizon's outreach program.

In 2007 our Supplier Diversity team :

1. Lead the Supplier Diversity Council towards our goal of continuing to expand the Supplier Diversity initiative including the development of corporate-wide objectives, best practices, and resources.
2. Issued detailed quarterly reports showing progress towards corporate-wide objectives for all major business units.
3. Reviewed buyers' business plans for all major product/service categories to ensure inclusion of supplier diversity growth objectives.
4. Established Supplier Diversity objectives for all major requests for proposals (RFPs) and include Supplier Diversity team members on key cross functional teams charged with supplier selection.
5. Continued to develop innovative outreach programs such as our web-based registration process, "Best Practice" seminars, and resources for certification and upcoming RFPs.

Verizon Communications
Texas Region Supplier Diversity
2007 Update: Supplier Diversity Plan 2000-2004

6. Continued our strong commitment to and participation in key supplier diversity advocacy organizations
7. Continued to grow our "second tier" program with Prime Suppliers to develop industry-based inclusion opportunities whereby major OEMs and services suppliers re-engineer their internal processes incorporating HUB suppliers to serve multiple customers.
8. Worked with telecommunications industry groups such as the NMSDC Telecommunications Industry Group (TIG) to establish best practices and standards for Supplier Diversity.
9. Continued/expanded our "in-reach" strategy to provide Supplier Diversity training/education to Verizon's personnel who influence or make supplier selection and/or buying decisions. This included the creation and conducting of Sr. Leadership Level Supplier Diversity Training.
10. Continued to identify opportunities to re-engineer/transform our supply chain processes to expand opportunity for inclusion.

III - ACTIVITIES

In-reach strategy

Verizon will continue to expand its in-reach strategy to develop business opportunities internally for HUB firms. Our activities will include:

- Supplier Diversity Managers attendance at Business Unit staff meetings to provide Supplier Diversity training and to review our current objectives.
- Our Supplier Diversity objectives will be communicated to each Business Unit's Diversity Council.
- Our Supplier Diversity Team will work with key decision makers and stakeholders to establish corporate-wide objectives and policies.
- Educational sessions will be conducted with cross-functional end user organizations and Sr. Leadership to encourage inclusion of HUBs in high tech and non-traditional areas.

Verizon Communications
Texas Region Supplier Diversity
2007 Update: Supplier Diversity Plan 2000-2004

- Supplier Diversity Managers will be members of all strategic functional teams (CFTs) charged with selection of suppliers. Specific direct and/or “second tier” Supplier Diversity objectives will be established for each CFT.
- Supplier Diversity results will be reviewed each quarter with senior Verizon leaders.
- Continue to support Verizon leadership message that Supplier Diversity is integral to Verizon’s success.
- Expand use of internal website as a resource for supplier referrals and a “tool kit” for buyers and cross-functional teams.
- Further develop our external website to increase outreach effectiveness.
- Recognize Verizon employees’ contributions to Supplier Diversity as “Champions”.
- Mentored (2)two Diverse suppliers and conducted quarterly meetings to review their progress.
- Engaged senior executive in active participation in business development outreach activities. This includes speaking engagements, industry panels, and sponsorships.
- Consistently communicated our vision, initiative, and accomplishments.