



Control Number: 55399



Item Number: 37



2403 JUDSON ROAD | LONGVIEW, TEXAS 75605  
903 758.0734 (P) | 903 758.0756 (F)

December 12, 2023

Commission Filing Clerk  
Public Utility Commission of Texas  
1701 North Congress Avenue  
P. O. Box 13326  
Austin, TX 78711-3326

Re: Project Number 55399  
2023 Annual Progress Report on Five-Year Plan  
to Enhance Supplier and Workforce Diversity

RECEIVED  
2023 DEC 19 PM 3:09  
PUBLIC UTILITY COMMISSION  
AUSTIN, TEXAS

Dear Commission Filing Clerk:

Cumby Telephone Cooperative, Inc. has 11 employees. Per PUC guidelines, companies with less than 16 employees can request a waiver not to file the Workforce Diversity filing that is due by December 30, 2023. Please accept this waiver request we are filing on behalf of our client, Cumby Telephone Cooperative, Inc., due to the fact they have less than 16 employees.

Table 1 of the WFD report is attached for your records. If you have any questions regarding this or any other matter, do not hesitate to call.

Sincerely,

HEARD, MCELROY & VESTAL, LLC

Tessa Fowler, CPA, CFE

TF/na

Attachment

- cc: Ms. Karen Julian, Manager
- Governor's Office
- Lt. Governor's Office
- Speaker, Texas House of Representatives
- The Chair of the Mexican-American Legislative Caucus
- The Honorable Ron Reynolds, Texas Legislative Black Caucus
- The Honorable Cesar J. Blanco, Texas Senate Hispanic Caucus

W:\LONGVIEW\AUDIT\Workforce Diversity\Cumby WFD Waiver to PUC.doc

**HEARD, MCELROY & VESTAL, LLC**  
LOUISIANA | TEXAS  
WWW.HMVCPA.COM

**WORKFORCE AND SUPPLIER DIVERSITY FORM**  
**WORKFORCE DIVERSITY**  
 Cumby Telephone Cooperative, Inc.  
 2023

Occupational Categories	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	1	0	1		1								
Professionals	0	0	0										
Technicians	4	4	0	4									
Sales Workers	0	0	0										
Office and Clerical	4	0	4		4								
Craft Workers (Skilled)	0	0	0										
Operatives (Semi-skilled)	2	2	0	2									
Laborers (Unskilled)	0	0	0										
Service Workers	0	0	0										
<b>Previous Year Totals</b>	10	6	4	6	4								
<b>This Year Totals</b>	11	6	5	6	5	0	0	0	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.