Competitive Cable & Video Services Act Minority Owned Business Participation Plan Report For 2023

TENNESSEE PUBLIC UTILITY COMMISSION
DECEMBER 2024

TENNESSEE PUBLIC UTILITY COMMISSION

Andrew Jackson State Office Bldg.
502 Deaderick Street, 4th Floor
Nashville, TN 37243-0001

December 18, 2024

The Honorable Bill Lee
Governor

Dear Governor Lee:

Transmitted herewith is the annual report required by the General Assembly concerning Minority Owned Business Participation Plans set forth in the Competitive Cable and Video Services Act ("CCVSA") codified as Tenn. Code Ann. § 7-59-301 through § 7-59-318. The report is based on information provided by companies that received state-issued certificates of franchise authority under the CCVSA from 2008 through 2023. Please feel free to contact me with any questions.

Sincerely,

Earl R. Taylor
Executive Director

C: Chief Clerk of the House Tammy Letzler
Chief Clerk of the Senate Russell Humphrey

TENNESSEE PUBLIC UTILITY COMMISSION

Andrew Jackson State Office Bldg.
502 Deaderick Street, 4th Floor
Nashville, TN 37243-0001

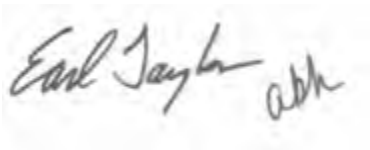
December 18, 2024

Russell Humphrey
Chief Clerk of the Senate

Dear Chief Clerk Humphrey:

Transmitted herewith is the annual report required by the General Assembly concerning Minority Owned Business Participation Plans set forth in the Competitive Cable and Video Services Act ("CCVSA") codified as Tenn. Code Ann. § 7-59-301 through § 7-59-318. The report is based on information provided by companies that received state-issued certificates of franchise authority under the CCVSA from 2008 through 2023. Please feel free to contact me with any questions.

Sincerely,



Earl R. Taylor
Executive Director

C: Governor Bill Lee
Chief Clerk of the House Tammy Letzler

TENNESSEE PUBLIC UTILITY COMMISSION

Andrew Jackson State Office Bldg.
502 Deaderick Street, 4th Floor
Nashville, TN 37243-0001

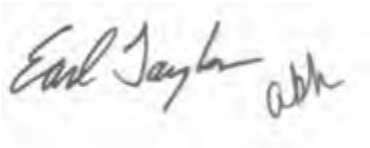
December 18, 2024

Tammy Letzler
Chief Clerk of the House

Dear Chief Clerk Letzler:

Transmitted herewith is the annual report required by the General Assembly concerning Minority Owned Business Participation Plans set forth in the Competitive Cable and Video Services Act ("CCVSA") codified as Tenn. Code Ann. § 7-59-301 through § 7-59-318. The report is based on information provided by companies that received state-issued certificates of franchise authority under the CCVSA from 2008 through 2023. Please feel free to contact me with any questions.

Sincerely,



Earl R. Taylor
Executive Director

C: Governor Bill Lee
Chief Clerk of the Senate Russell Humphrey

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Background

Public Chapter 932 of 2008, known as the Competitive Cable and Video Services Act, ("CCSVA"), became law on July 1, 2008 and is codified as Tenn. Code Ann. § 7-59-102 through § 7-59-318. The CCSVA opened markets for cable and video services to competition by allowing providers to receive state-issued certificates of franchise authority. Applicants must provide a plan to facilitate the participation of minority owned businesses when establishing, providing, or expanding cable or video services and related support facilities pursuant to § 7-59-313(c).[1] Tenn. Code Ann. § 7-59-313(a)(1) defines a minority owned business as:

> …a business that is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls the daily operations of the business and who is impeded from normal entry into the economic mainstream because of:
>
> (A) Past practices of discrimination based on race, religion, ethnic background or sex, including, but not limited to, women;
>
> (B) A disability as defined in § 4-26-102, including, but not limited to, disabled veterans; or
>
> (C) Past practices of racial discrimination against African-Americans.

Tenn. Code Ann. § 7-59-313(a)(2) defines a minority owned business plan as:

> …a business plan for actively soliciting bids from minority owned businesses and letting contracts to such businesses when establishing, providing or expanding cable or video services and related support facilities. The plan shall include the following information:
>
> (A) A proposal for purchasing goods and services from minority owned businesses;
>
> (B) Information on programs to provide technical assistance to such businesses; and
>
> (C) A statement of intent to follow its minority owned business participation plan.

The goals of a minority owned business participation plan are "…to maximize participation of minority owned businesses through both prime and second tier business contracting opportunities and shall strive to achieve a level of minority owned business participation representative of the population demographics of this state."[2]

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[1] Tenn. Code Ann. § 7-59-313(c) states, "Notwithstanding any provision of this part to the contrary, a state-issued certificate of franchise authority shall not be issued by the department to any applicant that fails to include a minority owned business participation plan in the applicant's application. The department shall review each application to confirm that the minority owned business participation plan includes all information required pursuant to this section."

[2] Tenn. Code Ann. § 7-59-313(b).

Annual Review

Tenn. Code Ann. § 7-59-313(d) requires the Tennessee Public Utility Commission to conduct an annual review of the plans:

> Notwithstanding any provision of this part to the contrary, the department shall annually review each holder of a state-issued certificate of franchise authority to determine compliance with the holder's minority owned business participation plan. In conjunction with the review, by January 31 of each year, each holder of a state-issued certificate of franchise authority shall prepare and submit an annual report to the department concerning the holder's minority owned business participation plan and compliance with the plan. The department shall annually prepare a compliance report to be delivered to the governor and the clerks of the senate and the house of representatives. The compliance report shall also be posted on the web site of the department.[3]

Each franchise holder submitted its statutorily required report concerning its small and minority owned business participation plan. Below are some highlights.

1. BellSouth Telecommunications, Inc. d/b/a AT&T Tennessee provided a copy of its Small and Minority Owned Business Plan.
2. Charter Communications submitted a copy of its Small and Minority Owned Business Plan.
3. Knology d/b/a WOW! Internet, Cable and Phone, spent approximately $6,600 during 2023 with 7 small or minority-owned vendors.
4. Cable One indicated that it spent over $15 million with 4 minority-owned vendors in Tennessee during 2023.
5. Highland Telephone Cooperative provided a copy of its Minority Owned Business Participation Plan and indicated that its plan continues in force and effect as a policy of the Cooperative.
6. Comcast indicated that it continues to comply with its plan and notes that it spent over $6.1 million with Tennessee diverse suppliers, 6.7%, of its total supplier expenditures, in 2023.
7. The Electric Power Board of Chattanooga (“EPB”) indicated that its Fiber Optics Division conducted business with 33 minority-owned companies in Tennessee and spent approximately $6.8 million with these companies.
8. Twin Lakes Communications, Inc. stated that its Minority-Owned Telecommunications Business Participation Plan remains unchanged and that is continues to comply with the plan.
9. North Central Telephone Cooperative stated that it continues to adhere to the Minority-Owned Business Participation Plan and provided a copy of its plan.
10. TDS Telecom Service Corporation submitted a copy of its Minority-Owned Business Participation Plan.
11. Spring City Cable TV, Inc. submitted a copy of its Minority-Owned Business Participation Plan.

[3] Tenn. Code Ann. § 7-59-313(d).

12. United Communications stated that there were no changes to its plan in 2023 and that the plan remains in place.
13. West Kentucky Rural Telephone Cooperative Corporation submitted a copy of its Minority-Owned Business Participation Plan.
14. Millington CATV provided a copy of its Minority-Owned Business Participation Plan and noted that, in 2023, it paid Minority-Owned businesses slightly over $67,000.
15. SVE Connect provided a copy of its Minority-Owned Business Participation Plan.
16. Holston Connect provided a copy of its Minority-Owned Business Participation Plan.
17. Gibson Connect indicated that its Minority-Owned Business Participation Plan remains in effect and has not been amended.
18. Meriwether Lewis Connect provided a copy of its Minority-Owned Business Participation Plan.
19. Johnson City Energy Authority d/b/a/ BrightRidge submitted a copy of its Minority-Owned Business Participation Plan.
20. Point Broadband Holdings submitted a copy of it its Minority-Owned Business Participation Plan.
21. Advantage Cellular Systems d/b/a DTC Communication stated that its plan remains unchanged and that it continues to comply with the plan.
22. Full Tilt Communications filed a copy of its Minority-Owned Business Participation Plan.
23. Telepak Networks indicated that is has no updates or changes to its plan.
24. Knoxville Utilities Board submitted a copy of its Minority-Owned Business Participation Plan.
25. E. Ritter Communications Holding reported that it paid Minority-Owned businesses over $690,000 million in 2023.

Appendix 1
AT&T

Scott J. Alexander
Sr. Director – External Affairs
2260 E. Imperial Hwy.
El Segundo, CA 90245
(214) 202-3185
scott.alexander@directv.com

January 24, 2024

Jerry Kettles
Tennessee Public Utility Commission
502 Deaderick St., 4th Floor
Nashville, TN 37243

Re: DIRECTV, LLC (DIRECTV) Minority-Owned Business Participation Plan Information

Dear Mr. Kettles,

DIRECTV respectfully submits this information pursuant to Tennessee Code Annotated §7-59-313(d), as the holder of a state-issued certificate of franchise authority for video service in Tennessee.

On May 26, 2021, AT&T Tennessee notified the Commission of an intra-company transaction whereby AT&T was transferring its Certificate of Franchise Authority (Docket 08-00115) to its affiliate, DIRECTV, LLC. The transfer was completed as of July 31, 2021. AT&T retains majority ownership of DIRECTV, and DIRECTV continues to provide the U-verse TV service previously provided by AT&T Tennessee.

Regarding DIRECTV's provision of the U-verse TV service under its state-issued certificate of franchise authority, DIRECTV submits that its practices are represented by the information that AT&T Tennessee sent to your attention on January 24, 2024. I have attached a copy of the Small and Diverse Owned Business Participation Plan for your reference.

Please let me know if you have any questions.

Sincerely,

Scott J. Alexander
Senior Director – External Affairs
DIRECTV

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AT&T Tennessee
2024 Small and Diverse Owned Business Participation Plan

AT&T Tennessee hereby sets forth its business plan for actively soliciting bids from diverse-owned businesses and awarding contracts to such businesses when establishing, providing or expanding cable or video services and related support facilities.

I. Definitions

A. For the purposes of this plan, unless the context otherwise requires:

1. "Diverse owned business" means a business that is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls the daily operations of such business and who is impeded from normal entry into the economic mainstream because of:

   a. Past practices of discrimination based on race, religion, ethnic background, or sex including, but not limited to, women;

   b. A disability as defined in T.C.A. § 4-26-201 including, but not limited to, disabled veterans; or

   c. Past practices of racial discrimination against African-Americans; and

2. "Diverse owned business participation plan" means a business plan for actively soliciting bids from diverse owned businesses and awarding contracts to such businesses when establishing, providing or expanding cable or video services and related support facilities. Such plan shall include the following information:

   a. A proposal for purchasing products and services from diverse owned businesses;

   b. Information on programs to provide technical assistance to such businesses; and

   c. A statement of intent to follow its diverse owned business participation plan.

II. AT&T Supplier Diversity Policy Statement

It is the policy of AT&T to promote, increase and improve the quality of the overall participation of diverse (minority, women, service-disabled veteran, veteran, and lesbian, gay, bisexual, transgender, and queer (LGBTQ+) owned business enterprises in its contracting/purchasing of materials and services.

Maximum practicable opportunity shall be given to diverse, business enterprises to participate as suppliers of products and services to AT&T.

AT&T also encourages subcontracting opportunities for diverse businesses by requiring Supplier Diversity Annual Plans from its prime suppliers.

III. **AT&T Supplier Diversity Program**

AT&T promotes the purchase of products and services from diverse owned businesses through its extensive AT&T Supplier Diversity Program. Supplier Diversity Managers assist current and potential diverse suppliers with identifying and developing business opportunities with the company.

AT&T Supplier Diversity Programs are designed to promote, increase, and improve the quality of the overall participation of diverse, business enterprises within its supply chain. AT&T looks for opportunities to work with diverse suppliers in all aspects of its business – from marketing to cloud computing, wireless, outside plant construction and network provisioning. Promoting the participation of a diverse supplier base not only provides better business solutions, it also cultivates greater customer loyalty, bidding advantages, and public policy support in the communities AT&T serves.

AT&T's supplier diversity program has three main components – 1) Supplier development of diverse suppliers; 2) Tier-2 subcontracting requirements with AT&T's prime suppliers; and 3) outreach participation with advocacy organizations.

As part of the program, AT&T provides potential suppliers with information and contacts to assist those firms seeking to do business. AT&T Supplier Diversity Managers and Supply Chain Managers work closely with diverse suppliers to identify business opportunities. AT&T provides coaching and mentoring to its strategic diversity firms to ensure they continue to meet AT&T's supplier requirements.

Another essential effort within the AT&T Supplier Diversity Program is its prime Supplier Program. The program helps AT&T's prime suppliers increase the utilization diverse owned businesses in its supply chain through subcontracting. The program helps prime suppliers (a) establish or enhance their own supplier diversity program; (b) develop an annual plan outlining how the supplier will provide better business solutions subcontracting with diverse companies; and (c) report monthly results to AT&T showing progress towards their supplier diversity goals.

The Supplier Diversity team participates in outreach events and hosts customized activities for diverse businesses to connect with Sourcing Managers, Supplier Diversity Managers and AT&T senior level managers. These include supplier matchmaker events, business opportunity expos, information sessions and workshops.

AT&T is an active corporate member with organizations such as the National Minority Supplier Development Council (NMSDC), Women's Business Enterprise National Council, and National Veterans Business Development Council. AT&T has been a long-standing supporter of the Tri-State Diverse Minority Supplier Development Council (TSMSDC), a NMSDC affiliate, headquartered in Nashville, TN. We participate in TSMSDC programs to support the economic growth and development of diverse businesses. Additionally, AT&T holds memberships with

numerous minority Chambers of Commerce that work to promote supplier diversity. AT&T provides funding to support several executive management training programs for diverse owned businesses. The programs funded are among the most highly-regarded, graduate-level executive training programs in the country, providing valuable coaching and tangible business benefits to suppliers.

IV. Business Development Program

AT&T's Supplier Diversity Program has a business development program that encompass technical and development forums and workshops targeted to micro, small, medium, and large certified diverse businesses.

The technical and business development programs assist diverse-owned businesses with refining business plans, developing business strategies, establishing achievable targets and helping them compete more successfully in the global supply chain. Highlighted below is a summary of the programs created and/or supported by the AT&T Supplier Diversity team.

> **Executive Scholarships:** Through AT&T Supplier Diversity Education Program, scholarships are awarded to diverse business executives to attend advanced management education programs. These graduate-level executive management programs assist diverse businesses in their pursuit of operational excellence to grow their businesses to the next level.
>
> **Early Payment Program:** AT&T has an Early Payment Program that include financing options to qualified small and diverse suppliers. There are four different options and qualified diverse suppliers receive payment as soon as invoice approved.

V. <u>Statement of Intent to Follow Its Diverse Owned Business Participation Plan</u>

Pursuant to this plan, AT&T Tennessee shall strive to maximize participation with diverse owned businesses through both prime and tier two business contracting opportunities and shall strive to achieve a level of diverse owned business participation representative of the population demographics of the state of Tennessee.

Each year, AT&T Tennessee will prepare and submit an annual report to the Tennessee Regulatory Authority concerning AT&T Tennessee's diverse owned business participation plan and compliance with such plan.

Appendix 2
Charter Communications

Charter
COMMUNICATIONS

Zachary Bates
Director
State Government Affairs

January 26, 2024

Jerry Kettles
Director, Economic Analysis
Tennessee Public Utility Commission
502 Deaderick Street, 4th Floor
Andrew Jackson State Office Building
Nashville, TN 37243

Re: Minority-Owned Business Participation Plan

Dear Mr. Kettles:

In accordance with the reporting requirement of the Competitive Cable and Video Services Act in section § 7-59-313(d) of the Tennessee Code, please see the annual report concerning its Minority-Owned Business Participation Plan for Charter Communications.

As one of Tennessee's leading connectivity companies serving families and businesses through our Spectrum brand, Charter Communications is committed to diversity and inclusion in every aspect of our business. We are proud of our workforce, which is comprised of 47% people of color, 33% women and 10% veterans, and actively promote diversity at every level of the company. We also rely on a robust pipeline of suppliers, and surpassed $1 billion in diverse supplier spend in 2018 and 2019. As we strive to deliver high-quality products and services that exceed our customers' expectations, we embrace the unique perspectives and experiences of our employees and partners, and the communities we serve. This focus makes us a stronger, more competitive company.

If you have any question, please do not hesitate to contact me.

Sincerely,

Zachary Bates
Director, Government Affairs

1757 NORTH POINT ROAD COLUMBIA, TN 38401 615.804.0853 zachary.bates@charter.com

CHARTER COMMUNICATIONS OPERATING, LLC

MINORITY OWNED BUSINESS PARTICIPATION PLAN

Pursuant to the COMPETITIVE CABLE AND VIDEO SERVICES ACT, PUBLIC CHAPTER 932 (THE "ACT") § 14, Charter Communications Operating, LLC ("Charter") submits this minority-owned business participation plan (the "Plan") along with its Affidavit for a Certificate to provide video services in Tennessee.

I. PURPOSE

The purpose of the COMPETITIVE CABLE AND VIDEO SERVICES ACT, PUBLIC CHAPTER 932 (THE "ACT") § 14 is to provide opportunities for minority-owned businesses to provide goods and services to video service providers. Charter is committed to the goals of § 14 of the Act and to taking steps to support the participation of minority-owned businesses in the video/cable industry. Charter will endeavor to provide opportunities for minority-owned businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, Charter will make efforts to identify and inform minority-owned businesses that are qualified and capable of providing goods and services to Charter of such opportunities. Moreover, Charter will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. DEFINITIONS

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex, or national origin and such business has annual gross receipts of less than $4,000,000.

III. ADMINISTRATION

The Charter Plan will be overseen by the individual named below, hereinafter referred to as the Administrator. The Administrator of the Plan will be:

David Demming
Director of Purchasing
6399 South Fiddler's Green Circle
Greenwood, CO 80111

The Administrator's responsibilities will include:

1) Maintaining an updated Plan in full compliance with § 14 of the Act and the rules and orders of the Tennessee Regulatory Authority.
2) Ensuring policies and procedures necessary for the successful implementation of the Plan are in place.
3) Preparing and submitting such forms as may be required by the Tennessee Regulatory Authority, including the filing of required annual updates.
4) Serving as the primary liaison to the Tennessee Regulatory Authority, other agencies of the State of Tennessee, and small and minority-owned businesses to locate and use qualified minority-owned businesses.
5) Monitor development opportunities to use minority-owned businesses and encourage such businesses to participate in and bid on contracts and subcontracts.
6) Providing records and reports in any authorized surveys as required by the TRA.
7) Reviewing a record-keeping system to track qualified minority-owned businesses and efforts to use such businesses.
8) Reviewing information and educational activities within Charter to seek, encourage, and promote the use of minority-owned businesses.

In performance of the duties, the Administrator will utilize a number of resources, including:

Chambers of Commerce
The Tennessee Department of Economics and Community Development
Small Business Administration, Office of Minority Business
The National Minority Supplier Development Counsel
The National Association of Women Business Owners
The National Association of Minority Contractors
Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for small and minority-owned businesses are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to small and minority-owned businesses will include offering, where appropriate and feasible, minority-owned businesses assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

Charter will maintain records of qualified minority-owned businesses and efforts to use the goods and services of such businesses. In addition, Charter will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this Plan.

Charter will submit records and reports required by the Tennessee Regulatory Authority concerning the Plan. Moreover, Charter will cooperate fully with any surveys and studies required by the Tennessee Regulatory Authority.

Charter Communications Operating, LLC

By: _____
David N. Demming
Director Purchasing

Dated: _____

Appendix 3
Knology

January 10, 2024

Via Electronic Mail
jerry.kettles@tn.gov

Mr. Jerry Kettles
Tennessee Public Utility Commission
502 Deaderick Street, 4th Floor
Nashville, Tennessee 37243

Re: Annual Report on Compliance with Minority Business Participation Plan

Dear Mr. Kettles:

Pursuant to §7-59-313 of the Tennessee Code, please find Knology's (dba WOW! Internet, Cable and Phone) Minority Owned Business compliance status report. As always, thank you in advance for your courtesies in this matter. Should you have any questions about the enclosed material, please don't hesitate to email me at susan.otto@wowinc.com.

Respectfully submitted,

Susan Otto

Susan Otto
Regulatory Compliance Analyst
WOW! Internet, Cable and Phone
Susan.otto@wowinc.com

Enclosures

Knology of Tennessee, Inc. dba WOW! Internet, Cable and Phone

MINORITY OWNED BUSINESS PARTICIPATION PLAN

Pursuant to the Competitive Cable and Video Services Act, Public Chapter 932 (The "ACT" § 14, Knology of Tennessee, Inc. dba WOW! Internet, Cable and Phone ("WOW!") submits this minority owned business participation plan (the "Plan").

I. PURPOSE

The purpose of the Competitive Cable and Video Services Act, Public Chapter 932 (the "Act") § 14 is to provide opportunities for minority-owned businesses to provide goods and services to video service providers. WOW! is committed to the goals of § 14 of the Act and to taking steps to support the participation of minority-owned businesses in the video-cable industry. WOW! will continue to work to provide opportunities for minority-owned businesses to compete for contracts and subcontracts for goods and services. WOW! will make efforts in its procurement process to identify and inform minority-owned businesses that are qualified and capable of providing goods and services to WOW! of such opportunities. WOW! will also seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. DEFINITIONS

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex, or national origin and such business has annual gross receipts of less than $4,000,000.

III. ADMINISTRATION

The WOW! Plan will be overseen by the individual named below, hereinafter referred to as the Administrator. The Administrator of the Plan will be: Mr. Jeremy Wolff.

The Administrator's responsibilities will include:

1) Maintaining an updated Plan in full compliance with § 14 of the Act and the rules and orders of the Tennessee Regulatory Authority.

2) Ensuring policies and procedures necessary for the successful implementation of the Plan are in place.

3) Preparing and submitting such forms as may be required by the Tennessee Regulatory Authority, including the filing of required annual updates.

4) Serving as the primary liaison to the Tennessee Regulatory Authority, other agencies of the State of Tennessee, and small and minority-owned businesses to locate and use qualified minority-owned businesses.

5) Monitor development opportunities to use minority-owned business and encourage such businesses to participate in and bid on contracts and subcontracts.

6) Providing records and reports in any authorized surveys as require by the TRA.

7) Reviewing a record-keeping system to track qualified minority-owned businesses and efforts to use such businesses.

8) Reviewing information and educational activities within WOW! to seek, encourage, and promote the use of minority-owned businesses.

In performance of the duties, the Administrator will utilize a number of resources, including:

Chambers of Commerce
The Tennessee Department of Economics and Community Development
Small Business Administration, Office of Minority Business
The National Minority Supplier Development Counsel
The National Association of Women Business Owners
The National Association of Minority Contractors
Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for small and minority-owned businesses are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to small and minority-owned businesses will include offering, where appropriate and feasible, minority-owned businesses assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

WOW! will maintain records of qualified minority-owned businesses and efforts to use the goods and services of such businesses. In addition, WOW! will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this Plan.

WOW! will submit records and reports required by the Tennessee Regulatory Authority concerning the Plan. Moreover, WOW! will cooperate fully with any surveys and studies required by the Tennessee Regulatory Authority.

2023 MINORITY OWNED BUSINESS PARTICIPATION PLAN
ACTIVITY UPDATE

WOW! currently uses seven small or minority-owned businesses as vendors. WOW! spent approximately Six thousand, Six hundred dollars ($6,600) with these vendors during 2023. WOW! will continue to stay in touch with the agencies listed in our plan as opportunities for contracts and subcontracts with our company arise.

WOW! Internet, Cable and Phone

By: _*Susan Otto*_____

Dated: _1/10/2024_____

Appendix 4
Cable One

Cable One®

January 30, 2024

Via email to Jerry.kettles@tn.gov

Tennessee Regulatory Authority
ATTN: Jerry Kettles, Director, Economic Analysis
502 Deaderick St., 4th Floor
Nashville, TN 37243

Re: Annual Report on Compliance with Cable Act Minority-Owned Business Participation Plan

Dear Mr. Kettles:

Pursuant to its state-issued Certificate of Franchise Authority, Cable One, Inc. dba Sparklight hereby submits the following report on compliance with its Minority-Owned Business Participation Plan. Note that most Cable One purchasing is centrally managed from the company's Phoenix, AZ headquarters. During the 2023 calendar year, Cable One did business with the following minority-owned businesses in the State of Tennessee. Please do not hesitate to contact me at (602) 364-6092 if you require additional information on this matter.

Vendor	Expenditure
Terry Douglas – Cleaning Owner: Terry Douglas (female) 3766 Sharpsferry Rd. Newbern, TN 38059	$ 7,700.00
Las Lomas Owner: Oscar Leon (male minority) 1430 US Highway 51 Byp E Dyersburg, TN 38024	$ 400.00
Greene & Sons LLC (WBE) 1040 Hideaway Road Columbia, TN 38401	$ 14,787,551.00
Power & Telephone Supply (National WBENC certification) 200 Keough Dr. Piperton, TN 38017	$ 1,178,911.38

Sincerely,

Jenae Heck

Jenae Heck
Associate General Counsel and Director of Regulatory Operations
Jenae.Heck@cableone.biz

Appendix 5
Highland Telephone Cooperative

Technology For You

7840 Morgan County Hwy.
P.O. Box 119
Sunbright, TN 37872

EMAIL
highland@highlandtel.net

voice 423/628 2121
423/663 3939
606/376 5311

Fax 423/628 2409

January 12, 2024

Mr. Jerry Kettles
Tennessee Public Utility Commission
502 Deaderick Street, Fourth Floor
Nashville, TN 37243

RE: Response of Highland Telephone Cooperative, Inc.
Minority Owned Business Participation Plan

Dear Mr. Kettles:

Please find enclosed the Minority Owned Business Participation Plan previously established by Highland Telephone Cooperative, Inc. This Plan was enacted to conform to the requirements of *Tennessee Code Annotated 7-59-301* through *7-59-318* in 2009 and continues in force and effect as a policy of the Cooperative.

If you have any questions, please do not hesitate to contact me.

Sincerely,

HIGHLAND TELEPHONE COOPERATIVE, INC.

G. Mark Patterson
General Manager

GMP/slj
Enclosure

This institution is an equal opportunity provider and employer.

EXHIBIT B

HIGHLAND TELEPHONE COOPERATIVE, INC.

MINORITY OWNED BUSINESS PARTICIPATION PLAN

Pursuant to Section 313 of the Tennessee Competitive Cable and Video Services Act ("Act"), Tenn. Code Ann. §7-59-313, Highland Telephone Cooperative, Inc. ("Highland") submits this Minority Owned Business Participation Plan ("Plan") as an exhibit to its Application for a State-Issued Certificate of Franchising Authority ("Application").

I. OBJECTIVES

Highland is committed to the objectives stated in Section 313 of the Act with respect to minority-owned business participation. Highland will endeavor to promote participation of minority-owned businesses through business contracting opportunities. In addition, Highland will attempt to identify and inform minority-owned businesses that are qualified and capable of providing goods and services to Highland of such opportunities.

II. DEFINITIONS

For the purposes of this Plan, the following terms shall have the following meanings:

A. "Minority-Owned Business" means a business that is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls the daily operations of such business and who is impeded from normal entry into the economic mainstream because of:

1. Past practices of discrimination based on race, religion, ethnic background, or sex including, but not limited to, women;

2. A disability as defined in Tenn. Code Ann. §4-26-102 including, but not limited to, disabled veterans; or

3. Past practices of racial discrimination against African-Americans.

B. "Minority-Owned Business Participation Plan" means a business plan for actively soliciting bids from minority-owned businesses and letting contracts to such businesses when establishing, providing or expanding cable or video services and related support facilities. Such plan shall include the following information:

1. A proposal for purchasing goods and services from minority-owned businesses;

2. Information on programs to provide technical assistance to such businesses; and

3. A statement of intent to follow its minority-owned business participation plan.

III. ADMINISTRATION

The Plan will be overseen by the individual named below, hereinafter referred to as the Administrator. The Administrator of the Plan will be:

G. Mark Patterson
General Manager
Highland Telephone Cooperative, Inc.
7840 Morgan County Highway
P. O. Box 119
Sunbright, TN 37872

The Administrator's responsibilities will include:

1. Maintaining and updating the Plan in full compliance with Section 313 of the Act and the rules and orders of the Tennessee Regulatory Authority ("TRA").

2. Ensuring that policies and procedures necessary for the successful implementation of the Plan are in place.

3. Preparing and submitting such forms as may be required by the TRA, including the filing of required annual updates.

4. Serving as the primary liaison with the TRA, other applicable agencies of the State of Tennessee, and minority-owned businesses.

5. Monitoring opportunities to use minority-owned businesses and encourage qualified minority-owned businesses to participate in and bid on contracts and subcontracts.

6. Managing a record keeping system to track qualified minority-owned businesses and efforts to engage such businesses.

7. Overseeing informational and educational activities within and outside Highland to identify, encourage and promote the use of minority-owned businesses.

In performance of such duties, the Administrator will utilize a number of resources, including, but not limited to, the following:

Chambers of Commerce
Tennessee Department of Economics and Community Development
Tennessee Department of Labor and Workforce Development
Small Business Administration, Office of Women's Business Ownership
Tennessee Minority Supplier Development Council
National Association of Minority Contractors, Memphis, TN
National Association of Women Business Owners, Nashville, TN

Highland will maintain records of qualified minority-owned businesses and efforts to use the goods and services of such businesses. In addition, Highland will maintain records of informational and educational activities with respect to minority-owned businesses. Highland will submit a report to the TRA by January 31 of each year concerning Highland's minority-owned business participation plan and its compliance with such plan. Highland will cooperate fully with any additional informational requests by the TRA. Finally, it is Highland's intent to follow the Plan as described herein.

HIGHLAND TELEPHONE COOPERATIVE, INC.

By:
G. Mark Patterson, General Manager

Date: 1-12-24

Appendix 6
Comcast

Via Electronic Mail

January 31, 2024

Mr. Jerry Kettles
Director, Economic Analysis
Tennessee Public Utility Commission
502 Deaderick Street, 4th Floor
Nashville, Tennessee 37243

RE: MINORITY-OWNED BUSINESS PLAN ANNUAL REPORT – 2023

Dear Mr. Kettles:

In accordance with the Competitive Cable and Video Services Act, Tenn. Code 7-59-313(d), Comcast Cable Communications Management, LLC, on behalf of its affiliates ("Comcast"), submits this annual report of compliance with its Minority-Owned Business Participation Plan ("Plan").

Comcast continues to comply with the terms of the Plan. To that end, I am pleased to report that the company spent $6.1 million with Tennessee diverse suppliers. That equates to 6.7% of our total supplier expenditures in the state for 2023.

For your convenience, please find the enclosed copy of the Plan filed as Exhibit E to Comcast's application for a state-issued certificate of franchise authority. Please note that Andy Macke is no longer with our team; Melinda Little is now the appropriate contact in relation to the Minority-Owned Business Participation Plan.

Should you have any questions regarding this matter or if I can be of any further assistance, you may reach me by phone at 615.202.2280 or by email at kimberly_sasserhayden@comcast.com.

Sincerely,

Kim Sasser Hayden
Director, External Affairs

Enclosure

COMCAST: MINORITY-OWNED BUSINESS PARTICIPATION PLAN

I. INTRODUCTION

Comcast hereby sets forth its business plan for actively soliciting bids from Minority-Owned Businesses and awarding contracts to such businesses when establishing, providing, or expanding cable services and related support facilities in Tennessee. This business plan includes information regarding promoting, increasing, and improving the quality of the overall participation of minority, women, and service-disabled veteran-owned business enterprises in its purchases of materials and services.[1]

II. TERMS AND TERMINOLOGY

For purposes of this plan, unless the context otherwise requires,

1. "Comcast" refers to Comcast Cable Communications Management, LLC, and the Comcast entities listed in Exhibit A to the Application. Except where otherwise indicated, the information in this Plan is provided with respect to Comcast as a whole.
2. "Minority-Owned Business" means a business that is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls the daily operations of the business and who is impeded from normal entry into the economic mainstream because of:
   a. past practices of discrimination based on race, religion, ethnic background or sex, including, but not limited to, women;
   b. a disability as defined in T.C.A. § 4-26-102, including, but not limited to, disabled veterans; or
   c. past practices of racial discrimination against African-Americans.
3. "Minority-Owned Business Participation Plan" means a business plan for actively soliciting bids from Minority-Owned Businesses and awarding contracts to such businesses when establishing, providing, or expanding cable services and related support facilities. Such Plan includes the following information:
   a. a proposal for purchasing goods and services from Minority-Owned Businesses;
   b. information on programs to provide technical assistance to such businesses; and
   c. a statement of intent to follow the Minority-Owned Businesses Participation Plan.

[1] As with any business, Comcast's plans and programs are subject to change over time, based upon a variety of factors, both within and outside the control of the company. Accordingly, the plans set forth in this submittal are subject to possible change over the period covered by this submission.

III. COMCAST'S DIVERSITY EFFORTS GENERALLY

Supplier Diversity. Dependable, diverse partners provide Comcast with the goods and services we need to continue growing and serving our customers. Small and diverse suppliers provide us with new perspectives, insights, and understandings that allow us to be better equipped to innovate and tailor our business to existing and emerging markets. Comcast finds that occasionally it is our small and diverse suppliers who instill competitiveness into the bidding process and make all of our vendors work harder to give us their best possible product or service.

IV. COMCAST'S PERFORMANCE WITH REGARD TO WORKFORCE DIVERSITY AND CONTRACTING WITH SMALL AND HISTORICALLY UNDERUTILIZED BUSINESSES

Comcast's Supplier Diversity Program is designed to promote, increase, and improve the quality of the participation of small and diverse-owned businesses in our supply chain. We are constantly evaluating our supplier base, and that works for everybody. It provides Comcast purchasers with reliable resources; it creates jobs; it strengthens our purchasing power; and it builds value for our shareholders.

Throughout the year, we actively target outreach events and build partnerships with various advocacy organizations across our geographic footprint, participating in numerous conferences, awards ceremonies, capacity-building events, and business opportunity fairs at the local, regional, and national levels.

Our comprehensive governance structure focuses on accountability, responsibility, expectations, and effective management of diversity and inclusion at the highest levels. For example, this commitment is demonstrated in Comcast's annual "Diversity and Inclusion Roadshows," during which our Senior Executive Vice President and Chief Diversity Officer and other senior leaders meet with the Cable Division Presidents and their senior leadership teams to discuss diversity and inclusion best practices.

Our supplier diversity strategy is not a project or a program, but rather the way we conduct business. We believe strongly in providing equal opportunity to all qualified suppliers who participate in the bid process. We strive to facilitate nondiscriminatory business opportunities for small and diverse-owned businesses and are willing to invest in the resources to achieve this goal.

Potential vendors can learn more about participating in Comcast's Supplier Diversity Program on its website, corporate.comcast.com.

V. INITIATIVES, PROGRAMS, AND ACTIVITIES COMCAST WILL PURSUE IN THESE AREAS OVER THE PERIOD OF THE PLAN

In addition to the supplier diversity efforts already outlined in Section I of this submittal, Comcast, during the period of the plan, will utilize a combination of efforts to enhance supplier diversity, including but not limited to the following:

1. Conduct training sessions on supplier diversity;
2. Evaluate each division's supplier diversity plan and recommend strategies for improvement;
3. Strengthen our relationships with regional organizations that support Minority-Owned Businesses;
4. Enhance external communication for supplier diversity; and
5. Increase the spend on diverse suppliers over prior years.

VI. BUSINESS PARTNERSHIP INITIATIVES TO FACILITATE SMALL AND HISTORICALLY UNDERUTILIZED BUSINESS ENTRY INTO THE CABLE MARKET

Comcast partners with the Small Business Administration, as well as the organizations below, to help us identify qualified diverse-owned business enterprises that can assist us in our procurement needs, which we hope, in turn, will help our company to better achieve our supplier diversity objectives.

1. **National Minority Supplier Diversity Council ("NMSDC")**: Comcast is a national member of this organization. Additionally, we partner with the local councils to find qualified minority-owned businesses with which to partner.

2. **Women's Business Enterprise National Council ("WBENC)**: Comcast is a national member of this organization. Additionally, we partner with the local councils to find qualified women-owned businesses with which to partner.

3. **Women in Cable and Telecommunications ("WICT")**: This is a cable- specific organization that assists Comcast in identifying women-owned businesses in the cable and telecommunications industry, among other things.

4. **National Association for Minorities in Cable ("NAMIC")**: This is a cable- specific organization that assists Comcast in identifying minority-owned businesses in the cable industry, among other things.

5. **Disability:IN**: This organization unites businesses around disability inclusion in the workplace, supply chain, and marketplace considerations. Disability:IN has more than 130 corporate partners spanning the technology, healthcare, financial, transportation, entertainment, and retail industries.

6. **The National Gay & Lesbian Chamber of Commerce ("NGLCC")**: This organization spports LGBT business owners and showcases the diversity of talent in the lesbian, gay, bisexual, and transgender communities.

7. **United States Hispanic Chamber of Commerce ("USHCC")**: This organization actively promotes the economic growth, development, and interests of more than 4.37 million Hispanic-owned businesses that, combined, contribute over $700 billion to the American economy every year. It also advocates on behalf of 260 major American corporations and serves as the umbrella organization for more than 200 local chambers and business associations nationwide.

VII. STATEMENT OF INTENT TO FOLLOW THE MINORITY-OWNED BUSINESS PARTICIPATION PLAN

Pursuant to this plan, Comcast will strive to maximize participation of Minority-Owned Businesses through both prime and second-tier contracting opportunities and will strive to achieve a level of Minority-Owned Business participation representative of the population demographics of the state of Tennessee. On or before January 31 of each year, Comcast will prepare and submit an annual report to the Tennessee Public Utility Commission concerning Comcast's Minority-Owned Business Participation Plan and compliance with such plan.

Inquiries concerning this plan may be directed to:

Andy Macke
Vice President, External Affairs
6200 The Corners Parkway, Suite 200
Peachtree Corners, Georgia 30092
678.618.8084

Appendix 7
Electric Power Board of Chattanooga

2023 Annual Report

Minority Business Participation Plan Compliance

Competitive Cable and Video Services Act

P.O. Box 182255
Chattanooga, TN 37422

EPB is proud to support minority and women owned companies within the Tennessee area for many years. EPB's purchasing policy is committed to supporting minority and women-owned businesses and has developed a Minority and Women Owned Business Development Program ("MWOB"). This program has five (5) key objectives:

1. Identify goods and services for which minority and women owned businesses have the capability of becoming a source of supply;
2. Seeking out minority and women owned businesses capable of supplying goods and services for EPB's operations;
3. Using minority and women owned business whenever possible to increase the volume of expenditures into the minority business community;
4. Aid minority and women owned in becoming competitive, viable and self-sustaining enterprises, using supplier diversity eco-systems that foster relationships and provide business support;
5. Incorporate Supplier Diversity training and initiatives among internal stakeholders and community partners in the business development community;

EPB has designated Kristin Copeland, Manager, to oversee its Minority and Women Owned Business Development Program. Our MWOB Manager works closely with the Purchasing Department and members of leadership to ensure the continued success of the program.

In 2023, EPB's Fiber Optics conducted business with thirty-three (33) minority owned companies in Tennessee and spent $6,847,435 with these companies. Nationally, EPB Fiber Optics conducted business with forty-nine (49) minority owned companies and spent $10,228,454 with these companies.

Additionally, EPB participated in outreach to continue developing and building relationships with minority and women owned businesses. These outreach efforts included:

- Hosting a number of M&WOB networking events at EPB throughout 2023.
- Continued partnerships with City of Chattanooga Minority Business Roundtable, University of Tennessee-Chattanooga Urban Vision Initiative, and Urban League of Chattanooga, to encourage minority and women-owned businesses to bid on EPB projects.
- Participation by EPB's Minority Business Manager and Purchasing Manager in development events hosted by the TVA, regional Electric Power Distributors Supplier Diversity Group and AABE National for vendors of M&WO Businesses.

As always, EPB Fiber Optics will continue to seek out qualified minority and women owned businesses to supply products and services through EPB's purchasing policy and committed to increase opportunities for minority and women owned businesses going forward.

Appendix 8
Twin Lakes Communications, Inc.

TWIN LAKES COMMUNICATIONS

January 25, 2024

Tennessee Public Utility Commission
Attn: Jerry Kettles
502 Deaderick Street, 4th
Floor Nashville, TN 37243

Re: TCA 65-5-112

Dear Mr. Kettles:

As required by TCA 65-5-112, Twin Lakes Communications, Inc. provides this annual report concerning it's Small and Minority-Owned Telecommunications Business Participation Plan and its compliance with that plan.

The existing Small and Minority-Owned Telecommunications Business Participation Plan remains unchanged for 2024 and Twin Lakes Communications, Inc. continues to comply with this plan. Please find a copy of the plan enclosed.

If you have any questions or concerns, please do not hesitate to contact me.

Very truly yours,
Twin Lakes Communications, Inc.

Jonathan West, General Manager/CEO

JW/ah
Attachment as stated

SMALL AND MINORITY-OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN

Pursuant to T.C.A. §65-5-112, as amended, Twin Lakes Communications, Inc. ("Twin Lakes Communications") submits this small and minority-owned Telecommunications business participation plan (the "Plan").

I. PURPOSE

The purpose of §65-5-112 is to provide opportunities for small and minority-owned businesses to provide goods and services to Telecommunications service providers. Twin Lakes Communications is committed to the goals of §65-5-112 and to taking steps to support the participation of small and minority-owned Telecommunications businesses in the Telecommunications industry. Twin Lakes Communications will endeavor to provide opportunities for small and minority-owned Telecommunications businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, Twin Lakes Communications will make efforts to identify and inform minority-owned and small businesses that are qualified and capable of providing goods and services to Twin Lakes Communications of such opportunities. Twin Lakes Communications representatives have already contacted the Department of Economic and Community Development and the administrator of the Small and Minority-Owned Telecommunications Assistance Program, to obtain a list of qualified vendors. Moreover, Twin Lakes Communications will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. DEFINITIONS

As defined in §65-5-112.

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at lease fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or national origin and such business has annual gross receipts of less than four million dollars ($4,000,000).

Small Business. Small Business shall mean a business with annual gross receipts of less than four million dollars ($4,000,000).

III. ADMINISTRATION

Twin Lakes Communications' Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting Twin Lakes Communications' full efforts to provide equal opportunities for small and minority-owned businesses. The Administrator of the Plan will be:

Jonathan West
Twin Lakes Communications, Inc.
200 Telephone Lane
Gainesboro, Tennessee 38562
Telephone: (931) 268-2151
Facsimile: (931) 268-2734

The Administrator's responsibilities will include:

(1) Maintaining an updated Plan in full compliance with §65-5-112 and the rules and orders of the Tennessee Regulatory Authority.

(2) Establishing and developing policies and procedures necessary for the successful implementation of the Plan.

(3) Preparing and submitting such forms as may be required by the Tennessee Regulatory Authority, including the filing of required annual updates.

(4) Serving as the primary liaison to and cooperating with the Tennessee Regulatory Authority, other agencies of the State of Tennessee, and small and minority- owned businesses to locate and use qualified small and minority-owned businesses as defined in §65-5-112.

(5) Searching for and developing opportunities to use small and minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

(6) Providing records and reports and cooperating in any authorized surveys as required by the Tennessee Regulatory Authority.

(7) Establishing a record-keeping system to track qualified small and minority-owned businesses and efforts to use such businesses.

(8) Providing information and educational activities to persons within Twin Lakes Communications and training such persons to seek out, encourage, and promote the use of small and minority-owned businesses.

In performance of these duties, the Administrator will utilize a number of resources, including:

Chambers of Commerce
The Tennessee Department of Economic and Community Development
The United States Department of Commerce
Small Business Administration
Office of Minority Business
The National Minority Supplier Development Counsel
The National Association of Women Business Owners

The National Association of Minority Contractors
Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for small and minority-owned businesses are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to small and minority-owned businesses will include offering, where appropriate and feasible, small and minority-owned businesses assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

IV. RECORDS AND COMPLIANCE REPORTS

Twin Lakes Communications will maintain records of qualified small and minority-owned business and efforts to use the goods and services of such businesses. In addition, Twin Lakes Communications will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this plan. Twin Lakes Communications will submit records and reports required by the Tennessee Regulatory Authority concerning the Plan. Moreover, Twin Lakes Communications will cooperate fully with any surveys and studies required by the Tennessee Regulatory Authority.

Twin Lakes Communications, Inc.

By: _____
Administrator

Dated: January 25, 2024

Appendix 9
North Central Telephone Cooperative

January 23, 2024

Tennessee Public Utility Commission
ATTN: Jerry Kettles
502 Deaderick Street
4th Floor
Nashville, Tennessee 37243

Re: Annual report on compliance with minority and business participation plan

Dear Mr. Kettles:

Please accept this letter as a report of North Central Communications, Inc., ("NCC") compliance with its minority owned business participation plan required under T.C.A. §65-5-212.

NCC continues to adhere to the plan and remains confident that our plan meets the expectations of T.C.A. §65-5-212.

Should you have any questions, please contact me at 615-666-2151.

Sincerely,

Johnny L. McClanahan
President/CEO

Enclosures

Pursuant to T.C.A. §65-5-112, as amended, North Central Communications ("NCC") submits this small and minority-owned Telecommunications business participation plan (the "Plan") in order to provide competing intrastate and local exchange services in Tennessee.

I. Purpose

The purpose of §65-5-112 is to provide opportunities for small and minority-owned businesses to provide goods and services to Telecommunications service providers. NCC is committed to the goals of §65-5-112 and to taking steps to support the participation of minority-owned businesses in the Telecommunications industry. NCC will endeavor to provide opportunities for minority-owned businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, NCC will make efforts to identify and inform minority-owned businesses that are qualified and capable of providing goods and services to NCC of such opportunities to do so. NCC will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. Definitions

As defined in §65-5-112.

Minority-Owned Business: Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex, national origin, or disability and such business has annual gross receipts of less than four million dollars ($4,000,000).

III. Administration

NCC's Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting NCC's full efforts to provide equal opportunities for small and minority-owned businesses. The Administrator of the Plan will be:

Mr. Kevin Driver, Human Resources Manager
North Central Communications
872 Highway 52 By Pass East, PO Box 70
Lafayette, TN 37083
Telephone: 615-666-2151; fax: 615-666-6244

The Administrator's responsibilities will include:

1. Maintaining an updated Plan in full compliance with §65-5-112 and the rules and orders of the Tennessee Regulatory Authority.

III. Administration (continued)

2. Establishing and developing policies and procedures necessary for the successful implementation of the Plan.

3. Preparing and submitting such forms as may be required by the Tennessee Regulatory Authority, including the filing of updates as may be required.

4. Serving as the primary liaison to and cooperate with the Tennessee Regulatory Authority, other agencies of the State of Tennessee, and small and minority-owned businesses to locate and use qualified small and minority-owned businesses as defined in §65-5-112.

5. Searching for and developing opportunities to use minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

6. Providing records and reports and cooperating in any authorized surveys as required by the Tennessee Regulatory Authority.

7. Establishing a record-keeping system to track qualified minority-owned businesses and efforts to use such businesses.

8. Providing information and educational activities to persons within NCC and training such persons to seek out, encourage, and promote the use of small and minority-owned businesses.

In performance of these duties, the Administrator will utilize a number of resources, including:

- Chambers of Commerce
- The Tennessee Department of Economic and Community Development
- The United States Department of Commerce
- Small Business Administration
- Office of Minority Business
- The National Minority Supplier Development Counsel
- The National Association of Women Business Owners
- The National Association of Minority Contractors
- Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for small and minority-owned businesses are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to small and minority-owned businesses will include offering, where appropriate and feasible, small and minority-owned businesses assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

IV. Records and Compliance Reports

NCC will maintain records of qualified minority-owned business and efforts to use the goods and services of such businesses. In addition, NCC will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this plan.

NCC will submit records and reports required by the Tennessee Regulatory Authority concerning the Plan when requested. Moreover, NCC will cooperate fully with surveys and studies required by the Tennessee Regulatory Authority.

Hereby submitted by:

North Central Communications, Inc.

By:

Johnny L. McClanahan
President and CEO

Dated January 23, 2024

Appendix 10
TDS Telecom Service Corporation

TDS Telecom Service Corporation – Tennessee
Humphreys County Telephone Company
(January 2024)

MINORITY-OWNED
BUSINESS PARTICIPATION PLAN

MINORITY-OWNED
BUSINESS PARTICIPATION PLAN

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MINORITY – OWNED BUSINESS
PARTICPATION PLAN

1.0 PLAN

1.1 This Minority –Owned Business Participation Plan ("Plan") is submitted by TDS Telecom ("TDS" as required by the Competitive Cable & Video Service Act of 2008, codified as T.C.A 7-59-313

1.2 The Administration of this Plan is the responsibility of TDS. It is the policy of TDS to provide an opportunity for Minority Owned Businesses to compete for subcontracts awarded by TDS on a fair and equitable basis with certified suppliers and contractors.

1.3 This plan is a state of objectives and is not intended to create any legal obligation of TDS of any person or organization.

2.0 DEFINITIONS

2.1 Minority Business – For the purpose of this Plan, "minority business" means a business that is solely owned, or at least fifty-one (51%) of the assets or outstanding stock of which is owned by an individual who personally manages and controls the daily operations of such business, and who is impeded from non entry into the economic mainstream per T.C.A 7-59-313(1)(A-C)

3.0 PLAN RESPONSIBILITY AND POLICY STATEMENT

3.1 It is the policy of TDS to afford Minority –Owned Businesses an opportunity to participate in the performance of contracts in accordance with T.C.A 7-59-313(b).

3.2 As a purchaser of goods and services, it is TDS – responsibility to:

- Identify and maintain a pool of qualified suppliers

- Provide opportunities for Minority Owned Businesses to bid in those solicitations for products or services which they are capable of providing, and which meet RUS (Rural Utility Service) standards.

4.0 PLAN PERIOD OF EFFECTIVENESS

4.1 TDS is committed to providing affirmative access to contracting opportunities for Minority-Owned Businesses. TDS is proactive and will move toward inclusion of such firms in the supplier base. This plan represents an on-going commitment by the Company, and has no fixed time period for effectiveness.

5.0 PLAN ADMINSTRATION

5.1 TDS Plan Administrator is:
Mr. Jon Finseth
Manager – Procurement
525 Junction Road
Madison, WI 53717
Telephone: 608-664-4067
FAX: 608-664-4519

5.2 The Administrator manages the Plan as described below.

5.3 The Administrator's specific job duties, as they related to this Plan are as follows:

(a) Develops and maintains policies and procedures to ensure that Minority-Owned Businesses have an equitable opportunity to be awarded contracts.

(b) Establishes and maintains policies and procedures to ensure that Minority-Owned Businesses have an equitable opportunity to be awarded contracts.

(c) Ensures inclusion of Minority – Owned Businesses in those solicitations for products or services which they are capable of providing, and which meet Unites States Department of Agriculture Rural Utility Service (RUS) standards.

(d) Maintains Minority – Owned Businesses related correspondence and record keeping.

(e) Coordinates activities during the conduct of any compliance review by the Tennessee state agencies.

(f) Attends or arranges for attendance by appropriate members of management at, Minority Business Enterprise Seminars, Trade Fairs, and Conventions.

6.0 PLAN TO ASSURE EQUITABLE OPPORTUNITY

6.1 The Administrator shall ensure that appropriate source listings and services are properly utilized in support of the Plan. Sources / listings include, but are not limited to the following:

(a) The TDS approved Master Supplier list.

(b) Information received from the Small Business Administration Procurement Automated Source System (PASS).

(c) Information sources received from the TN Department of Economic Development's Office of Minority Business Enterprise and Small Business Office.

(d) Information received from the local Chamber of Commerce.

6.2 Outreach efforts will be made as follows:

(a) The Administrator shall cultivate and maintain relationships with Small Business trade associations and business development organizations in an effort to locate and qualify capable Minority – Owned Businesses for participation in contracting opportunities.

(b) The Administrator shall ensure that TDS assists Minority – Owned Businesses by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules so as to facilitate the participation by such concerns.

(c) The Administrator shall ensure that TDS provides adequate and timely consideration of the potentialities of Minority – Owned Businesses in "make or buy" decisions.

(d) Appropriate members of management will attend seminars and trade fairs in order to develop sources.

7.0 PLAN REPORTING

7.1 TDS will submit such periodic reports and cooperate in those studies or surveys as may be required to determine the extent of compliance with this Plan.

7.2 TDS will maintain, if required, the following types of records:

(a) Source lists, guides, and other data that identify Minority-Owned Businesses.

(b) Lists of organizations contacted in an attempt to locate sources that are Minority - Owned Businesses.

(c) Records of any outreach efforts to contact trade associations, business development organizations, and conferences and trade fairs attended.

7.3 TDS's Supplier Master List identifies Minority-Owned Businesses. The Supplier List shall be utilized in identifying potential contractors. A Summary Sheet shall be maintained in each suppliers file and shall be reviewed and evaluated by the Plan Administrator.

TDS Telecom Service Corporation – Tennessee
Tellico Telephone Company
(January 2024)

MINORITY-OWNED
BUSINESS PARTICIPATION PLAN

MINORITY-OWNED
BUSINESS PARTICIPATION PLAN

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7.0 PLAN REPORTING

MINORITY – OWNED BUSINESS
PARTICPATION PLAN

1.0 PLAN

1.1 This Minority –Owned Business Participation Plan ("Plan") is submitted by TDS Telecom ("TDS" as required by the Competitive Cable & Video Service Act of 2008, codified as T.C.A 7-59-313

1.2 The Administration of this Plan is the responsibility of TDS. It is the policy of TDS to provide an opportunity for Minority Owned Businesses to compete for subcontracts awarded by TDS on a fair and equitable basis with certified suppliers and contractors.

1.3 This plan is a state of objectives and is not intended to create any legal obligation of TDS of any person or organization.

2.0 DEFINITIONS

2.1 Minority Business – For the purpose of this Plan, "minority business" means a business that is solely owned, or at least fifty-one (51%) of the assets or outstanding stock of which is owned by an individual who personally manages and controls the daily operations of such business, and who is impeded from non entry into the economic mainstream per T.C.A 7-59-313(1)(A-C)

3.0 PLAN RESPONSIBILITY AND POLICY STATEMENT

3.1 It is the policy of TDS to afford Minority –Owned Businesses an opportunity to participate in the performance of contracts in accordance with T.C.A 7-59-313(b).

3.2 As a purchaser of goods and services, it is TDS – responsibility to:

- Identify and maintain a pool of qualified suppliers

- Provide opportunities for Minority Owned Businesses to bid in those solicitations for products or services which they are capable of providing, and which meet RUS (Rural Utility Service) standards.

4.0 PLAN PERIOD OF EFFECTIVENESS

4.1 TDS is committed to providing affirmative access to contracting opportunities for Minority-Owned Businesses. TDS is proactive and will move toward inclusion of such firms in the supplier base. This plan represents an on-going commitment by the Company, and has no fixed time period for effectiveness.

5.0 PLAN ADMINSTRATION

5.1 TDS Plan Administrator is:
Mr. Jon Finseth
Manager – Procurement
525 Junction Road
Madison, WI 53717
Telephone: 608-664-4067
FAX: 608-664-4519

5.2 The Administrator manages the Plan as described below.

5.3 The Administrator's specific job duties, as they related to this Plan are as follows:

(a) Develops and maintains policies and procedures to ensure that Minority-Owned Businesses have an equitable opportunity to be awarded contracts.

(b) Establishes and maintains policies and procedures to ensure that Minority-Owned Businesses have an equitable opportunity to be awarded contracts.

(c) Ensures inclusion of Minority – Owned Businesses in those solicitations for products or services which they are capable of providing, and which meet Unites States Department of Agriculture Rural Utility Service (RUS) standards.

(d) Maintains Minority – Owned Businesses related correspondence and record keeping.

(e) Coordinates activities during the conduct of any compliance review by the Tennessee state agencies.

(f) Attends or arranges for attendance by appropriate members of management at, Minority Business Enterprise Seminars, Trade Fairs, and Conventions.

6.0 PLAN TO ASSURE EQUITABLE OPPORTUNITY

6.1 The Administrator shall ensure that appropriate source listings and services are properly utilized in support of the Plan. Sources / listings include, but are not limited to the following:

(a) The TDS approved Master Supplier list.

(b) Information received from the Small Business Administration Procurement Automated Source System (PASS).

(c) Information sources received from the TN Department of Economic Development's Office of Minority Business Enterprise and Small Business Office.

(d) Information received from the local Chamber of Commerce.

6.2 Outreach efforts will be made as follows:

(a) The Administrator shall cultivate and maintain relationships with Small Business trade associations and business development organizations in an effort to locate and qualify capable Minority – Owned Businesses for participation in contracting opportunities.

(b) The Administrator shall ensure that TDS assists Minority – Owned Businesses by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules so as to facilitate the participation by such concerns.

(c) The Administrator shall ensure that TDS provides adequate and timely consideration of the potentialities of Minority – Owned Businesses in "make or buy" decisions.

(d) Appropriate members of management will attend seminars and trade fairs in order to develop sources.

7.0 PLAN REPORTING

7.1 TDS will submit such periodic reports and cooperate in those studies or surveys as may be required to determine the extent of compliance with this Plan.

7.2 TDS will maintain, if required, the following types of records:

(a) Source lists, guides, and other data that identify Minority-Owned Businesses.

(b) Lists of organizations contacted in an attempt to locate sources that are Minority - Owned Businesses.

(c) Records of any outreach efforts to contact trade associations, business development organizations, and conferences and trade fairs attended.

7.3 TDS's Supplier Master List identifies Minority-Owned Businesses. The Supplier List shall be utilized in identifying potential contractors. A Summary Sheet shall be maintained in each suppliers file and shall be reviewed and evaluated by the Plan Administrator.

Appendix 11
Spring City Cable TV, Inc.

SPRING CITY CABLE

making connections >

January 23, 2024

Tennessee Regulatory Authority
ATTN: Jerry Kettles\
502 Deaderick St. 4th Floor
Nashville, TN 37243

Dear Mr. Kettles:

In accordance with T.C.A. Section 7-59-313 which requires holders of state-issued Certificates of Franchise Authority to submit an annual report each year to the Tennessee Regulatory Authority, please find the minority business participation plan for Spring City Cable TV, Inc. attached hereto.

If you should have any questions, please do not hesitate to contact me.

Very truly yours,

Walter E. Hooper III
President
Spring City Cable TV, Inc.

P.O. Box 729 · Spring City · TN 37381
V: (423) 365-7288 f: (423) 365-4099

MINORITY-OWNED BUSINESS PARTICIPATION PLAN

1.0 PLAN

1.1 This Minority-Owned Business Plan ("Plan") is submitted by Spring City Cable TV, Inc. ("Spring City Cable") as required by the Competitive Cable & Video Service Act of 2008, codified as T.C.A. § 7-59-313.

1.2 The Administration of this Plan is the responsibility of Spring City Cable. It is the policy of Spring City Cable to provide an opportunity for Minority Owned Businesses to compete for subcontracts awarded by Spring City Cable on a fair and equitable basis with certified suppliers and contractors.

1.3 This plan is a state of objectives and is not intended to create any legal obligation of Spring City Cable of any person or organization.

2.0 DEFINITIONS

2.1 Minority Business – For the purpose of this Plan, "minority business" means a business that is solely owned, or at least fifty-one percent (51%) of the assets of outstanding stock of which is owned by an individual who personally manages and controls the daily operations of such business, and who is impeded from non-entry into the economic mainstream per T.C.A. § 7-59-313(1)(A-C).

3.0 PLAN RESPONSIBILITY AND POLICY STATEMENT

3.1 It is the policy of Spring City Cable to afford Minority-Owned Businesses an opportunity to participate in the performance of contracts in accordance with T.C.A. § 7-59-313(b).

3.2 As a purchase of goods and services, it is Spring City Cable's responsibility to:

- Identify and maintain a pool of qualified suppliers.
- Provide opportunities for Minority Owned Businesses to bid in those solicitations for products or services which they are capable of providing, and which meet RUS (Rural Utility Service) standards.

4.0 PLAN PERIOD OF EFFECTIVENESS

4.1 Spring City Cable is committed to providing affirmative access to contracting opportunities for Minority-Owned Businesses. Spring City Cable is proactive and will move toward inclusion of such firms in the supplier base. This Plan represents an ongoing commitment by Spring City Cable and has no fixed time period for effectiveness.

5.0 PLAN ADMINISTRATION

5.1 Spring City Cable Plan Administrator is:

Walter Hooper
President & CEO
Spring City Cable TV, Inc.
140 Ellis Street
Spring City, Tennessee 37381
Telephone: (423) 365-7288
Fax: (423) 799-0900
Walter3@springcitycable.com

5.2 The Administrator manages the Plan as described below.

5.3 The Administrator's specific job duties, as they related to this Plan, are as follows:

(a) Develop, establish and maintain policies and procedures to ensure Minority-Owned Businesses have an equitable opportunity to be awarded contracts.

(b) Ensure inclusion of Minority-Owned Businesses in those solicitations for products or services which they are capable of providing and which meet United States Department of Agricultural Rural Utility Service (RUS) standards.

(c) Maintain Minority-Owned Businesses related correspondence and record keeping.

(d) Coordinate activities during the conduct of any compliance review by Tennessee state agencies.

(e) Attend or arrange for attendance by appropriate members of management at Minority Business Enterprise Seminars, Trade Fairs and Conventions.

6.0 PLAN TO ASSURE EQUITABLE OPPORTUNITY

6.1 The Administrator shall ensure appropriate source listings and services are properly utilized in support of the Plan. Sources/listings include, but are not limited to, the following:

(a) The Spring City Cable approved Master Supplier List.

(b) Information received from the Small Business Administration Procurement Automated Source System (PASS).

(c) Information sources received from the Tennessee Department of Economic Development's Office of Minority Business Enterprise and Small Business Office.

(d) Information received from the local Chamber of Commerce.

6.2 Outreach efforts will be made as follows:

(a) The Administrator shall cultivate and maintain relationships with Small Business trade associations and business development organizations in an effort to locate and qualify capable Minority-Owned Businesses for participation in contracting opportunities.

(b) The Administrator shall ensure Spring City Cable assists Minority-Owned Businesses by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules so as to facilitate the participation by such concerns.

(c) The Administrator shall ensure Spring City Cable provides adequate and timely consideration of the potentialities of Minority-Owned Businesses in "make or buy" decisions.

(d) Appropriate members of management will attend seminars and trade fairs in order to develop sources.

7.0 PLAN REPORTING

7.1 Spring City Cable will submit periodic reports and cooperate in those studies or surveys as may be required to determine the extent of compliance with this Plan.

7.2 Spring City Cable will maintain, if required, the following types of records:

(a) Source lists, guides and other data that identify Minority-Owned Businesses.

(b) Lists of organizations contacted in an attempt to locate sources that are Minority-Owned Businesses.

(c) Records of any outreach efforts to contact trade associations, business development organizations, and conferences and trade fairs attended.

7.3 Spring City Cable's Supplier Master List identifies Minority-Owned Businesses. The Supplier Master List shall be utilized in identifying potential contractors. A summary sheet shall be maintained in each supplier's file and shall be reviewed and evaluated by the Plan Administrator.

Appendix 12
United Communications

January 12, 2024

Tennessee Regulatory Authority
Attn: Mr. Jerry Kettles
Chief, Compliance Division
502 Deaderick Street, 4th Floor
Nashville, TN 37243

Via email (jerry.kettles@tn.gov)

Re: Minority Owned Business Participation Plan Annual Report

Dear Mr. Kettles:

Please find the attached Minority Owned Business Participation Plan previously adopted by United Telephone Company (d/b/a United Communications) and its wholly owned subsidiary, United Communications, Inc. (formerly UTC Video Concepts, LLC). There were no changes to this plan in 2023 and the plan remains in place.

Please let me know if you have any questions or need any additional information. I can be reached at 931.364.4325.

Best regards,

Dana Hasty

Dana Hasty
Senior Procurement Analyst

SMALL & MINORITY OWNED BUSINESS PARTICIPATION PLAN

Updated: December 2021

UNITED COMMUNICATIONS | 120 Taylor Street, Chapel Hill, TN 37034

SMALL AND MINORITY-OWNED BUSINESS
PARTICIPATION PLAN

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1.0 PURPOSE

2.0 DEFINITIONS

3.0 POLICY STATEMENT AND ADMINISTRATION

4.0 RECORDS AND COMPLIANCE REPORTS

1.0 PURPOSE

1.1 United is committed to promoting and maintaining the purchase of goods and services from qualified small and minority-owned businesses, as defined herein. As a locally operated small business, we recognize the challenges of building and growing a small business and want to do our part to support other businesses serving our industry.

1.2 United is committed to meeting the obligations required by Section 16 of the Tennessee Telecommunications Act of 1995, codified as T.C.A. § 65-5-112. The purpose of §65-5-112 is to provide opportunities for small and minority-owned businesses to provide goods and services to Telecommunications service providers. United is committed to the goals of § 65-5-112 and to taking steps to support the participation of small and minority-owned Telecommunications businesses in the Telecommunications industry. United will endeavor to provide opportunities for small and minority-owned Telecommunications businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, United will make efforts to identify and inform minority-owned and small businesses that are qualified and capable of providing goods and services to United of such opportunities. Moreover, United will seek to increase awareness of such opportunities so that qualified companies not otherwise identified will have sufficient information to participate in the procurement process.

1.3 United is committed to meeting the obligations required by Public Chapter 932 of 2008, known as the Competitive Cable and Video Services Act (the "Act"), codified as T.C.A. § 7-59-318. Pursuant to T.C.A. § 7-59-313, as amended, United maintains a minority-owned business participation plan. The purpose of T.C.A. § 7-59-313 is to provide opportunities for minority-owned businesses to provide goods and services to video and cable service providers, United is committed to the goals of § 7-59-313 and to taking steps to support the participation of minority-owned businesses in the Telecommunications industry. United will endeavor to provide opportunities for minority-owned businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, United will make efforts to identify and inform minority-owned and small businesses that are qualified and capable of providing goods and services to United of such opportunities. Moreover, United will seek to increase awareness of such opportunities so that qualified companies not otherwise identified will have sufficient information to participate in the procurement process.

1.4 The Administration of this Plan is the responsibility of United. It is the policy of United to provide an opportunity for small and minority-owned businesses, as defined herein, to compete for subcontracts awarded by United on a fair and equitable basis with qualified suppliers and contractors.

1.5 This plan is a state of objectives and is not intended to create any legal obligations of United or any other person.

2.0 DEFINITIONS

2.1 **"United"** – For the purpose of this Plan, United shall include United Telephone Company, its wholly-owned subsidiary, United Communications, Inc. (formerly UTC Video Concepts, LLC) and UTC Long Distance, LLC.

2.2 **"Minority Owned Business"** – (as defined in T.C.A. § 65-5-112) "Minority-Owned Business" shall mean a business which is solely owned, or at least fifty-one percent (51%) of the outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or

national origin and such business has annual gross receipts of less than four million dollars ($4,000,000).

– (as defined in T.C.A. § 7-59-313) “Minority-Owned Business” additionally shall mean a business which is solely owned, or at least fifty-one percent (51%) of the outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of:

A. Past practices of discrimination based on race, religion, ethnic background, or sex, including, but not limited, women;

B. A disability as defined in T.C.A. § 4-26-102, including, but not limited to, disabled veterans; or

C. Past practices of racial discrimination against African-Americans.

2.3 **“Small Business”** – (as defined in T.C.A. § 65-5-112) For the purpose of this Plan, “Small Business” means a business with annual gross receipts of less than four million dollars ($4,000,000).

3.0 POLICY STATEMENT & ADMINISTRATION

3.1 It is the policy of United to afford Small Businesses and Minority-Owned Businesses and opportunity to participate in the performance of contracts in accordance with T.C.A. § 65-5-112 and T.C.A. § 7-59-313.

3.2 United’s Plan will be overseen and administered by the individual named below, which may change from time-to time, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting United’s full efforts to provide equal opportunities for Small Business and Minority-Owned Businesses.

3.3 The Administrator of the Plan will be:

Mrs. Lisa Hedgepeth
Purchasing Agent
120 Taylor Street
P. O. Box 38
Chapel Hill, Tennessee 37034
Telephone: 931.364.4329: Fax: 931.364.7202

3.4 The Administrator’s specific job duties, as they relate to this Plan are as follows:

A. Maintaining an updated plan in full compliance with T.C.A. § 65-5-112 and T.C.A. § 7-59-313 and the rules and orders of the Tennessee Public Utilities Commission.

B. Establishing and developing policies and procedures for the successful implementation of the Plan.

C. Preparing and submitting such forms as may be required by the Tennessee Public Utilities Commission, including the filing of required annual updates.

D. Serving as the primary liaison to and cooperate with the Tennessee Public Utilities Commission, other agencies of the State of Tennessee,

and Small Businesses and Minority-Owned Businesses to locate and use qualified businesses as defined in T.C.A. § 65-5-112 and T.C.A. § 7-59-313.

E. Searching for and developing opportunities to use Small Businesses and Minority-Owned Businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

F. Providing records and reports and cooperates in any authorized surveys as required by the Tennessee Public Utilities Commission.

G. Establishing a record-keeping system to track qualified Small Businesses and Minority-Owned Businesses and efforts to use such businesses.

H. Providing information and educational activities to persons within United and training such persons to seek out, encourage, and promote the use of Small Businesses and Minority-Owned Businesses.

In performance of these duties, the Administrator will utilize a number of resources, including:

- Chambers of Commerce
- The Tennessee Department of Economic and Community Development
- The United States Department of Commerce
    - Small Business Administration
    - Office of Minority Business
- The National Minority Supplier Development Counsel
- The National Association of Women Business Owners
- The National Association of Minority Contractors
- Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for Small Business and Minority-Owned Business are primarily spelled out in the Administrator's duties above. Additional efforts will include offering technical assistance, where appropriate and feasible, to Small Businesses and Minority-Owned Businesses.

4.0 RECORDS AND COMPLIANCE REPORTS

4.1 United will maintain records of qualified Small Businesses and Minority-Owned Businesses and efforts to use such goods and services of such businesses. In addition, United will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this plan.

4.2 United will submit records and reports required by the Tennessee Public Utilities Commission concerning the Plan. United will cooperate fully with any surveys and studies required by the Tennessee Public Utilities Commission.

Appendix 13
West Kentucky Rural Telephone Cooperative

WEST KENTUCKY RURAL TELEPHONE COOPERATIVE CORPORATION, INC.
dba WK&T

SMALL AND MINORITY – OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN

Pursuant to T.C.A. 65-5-112, as amended, West Kentucky Rural Telephone Cooperative Corporation, Inc. submits this small and minority-owned Telecommunications business participation plan (the "Plan").

I. PURPOSE

The purpose of 65-5-112 is to provide opportunities for small and minority-owned businesses to provide goods and services to Telecommunications service providers. WK&T is committed to the goals of 65-5-112 and to taking steps to support the Telecommunications industry. WK&T will endeavor to provide opportunities for small and minority-owned Telecommunications businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, WK&T will make efforts to identify and inform minority-owned and small businesses that are qualified and capable of providing goods and services to WK&T. WK&T will seek to increase awareness of such opportunities so that companies will have sufficient information to participate in the procurement process.

II. DEFINITIONS

As defined in 65-5-112.

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from the normal entry into the economic mainstream because of race, religion, sex or national origin and such business has annual gross receipts of less than four million dollars ($4,000,000).

Small Business. Small Business shall mean a business with annual gross receipts of less than four million dollars ($4,000,000).

III. ADMINISTRATION

WK&T's Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting full efforts to provide equal opportunities for small and minority-owned businesses. The Administrator of the Plan will be:

Karen Jackson-Furman, COO
West Kentucky Rural Telephone Cooperative Corporation, Inc. (dba WK&T)
100 WK&T Technology Dr.
Mayfield, Kentucky 42066
Telephone: 877.954.8748

The Administrator's responsibilities will include:

(1) Maintaining an updated Plan in full compliance with 65-5-112 and the rules and orders of the Tennessee Regulatory Authority.
(2) Establishing and developing policies and procedures necessary for the successful implementation of the Plan.
(3) Preparing and submitting such forms as may be required by the Tennessee Regulatory authority, including the filing of required annual updates.
(4) Serving as the primary liaison to and cooperate with the Tennessee Regulatory Authority, other agencies of the State of Tennessee, and small and minority-owned businesses to locate and use qualified small and minority-owned businesses as defined in 65-5-112.
(5) Searching for and developing opportunities to use small and minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.
(6) Providing records and reports and cooperate in any authorized surveys as required by the Tennessee Regulatory Authority.
(7) Establishing a record-keeping system to track qualified small and minority-owned businesses and efforts to use such businesses.

In performance of these duties, the Administrator will utilize a number of resources, including,

Chambers of Commerce
The Tennessee Department of Economic and Community Development
The United States Department of Commerce
  Small Business Administration
  Office of Minority Business
The National Minority Supplier Development Counsel
The National Association of Women Business Owners
The National Association of Minority Contractors
Historically Black Colleges, Universities and Minority Institutions

The efforts to promote and ensure equal opportunities for small and minority-owned businesses are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to small and minority-owned businesses will include offering, where appropriate and feasible, small and minority-owned businesses assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

IV. RECORDS AND COMPLIANCE REPORTS

WK&T will maintain records of qualified small and minority-owned business and efforts to use the goods and services of such businesses. In addition, WK&T will submit records and reports required by the Tennessee Regulatory Authority concerning the plan. Moreover, WK&T will cooperate fully with any surveys and studies required by the Tennessee Regulatory authority.

West Kentucky Rural Telephone Cooperative Corporation, Inc.

By: _____

Karen Jackson-Furman
Chief Operating Officer

Appendix 14
Millington CATV

Ritter COMMUNICATIONS

phone 870.336.3434 1.888.336 4249 fax 870.336.3401 office 2400 Ritter Dr., Jonesboro, AR 72401

April 30, 2024

Tennessee Public Utility Commission
ATTN: Jerry Kettles
502 Deadrick Street, 4th Floor
Nashville, TN 37243

RE: Small and Minority-Owned Telecommunications Business Participation Plan

Dear Mr. Kettles:

Please find the attached the Minority Owned Business Participation Plan adopted by Millington CATV, LLC dba Ritter Communications as required by Tenn. Code Ann.§ 7-59-313.

In 2023, we are pleased to report the Company paid Minority-Owned businesses $67,347.

The Company will comply with this Plan and look for ways to increase its contacts and partnerships with Minority-Owned suppliers.

Sincerely,

Lexanne Horton
CFO

Millington CATV, LLC

MINORITY-OWNED
BUSINESS PARTICIPATION PLAN

Millington CATV, LLC

MINORITY-OWNED
BUSINESS PARTICIPATION PLAN

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7.0 PLAN REPORTING

MINORITY-OWNED BUSINESS
PARTICIPATION PLAN

1.0 PLAN

1.1 This Minority-Owned Business Participation Plan ("Plan") is submitted by Millington CATV, LLC ("Millington"), as required by the Competitive Cable & Video Service Act of 2008, relevant provisions of which are codified at Tenn. Code Ann. § 7-59-313.

1.2 The Administration of this Plan is the responsibility of Millington. It is the policy of Millington to provide an opportunity for Minority-Owned Businesses to compete for subcontracts awarded by Millington on a fair and equitable basis with certified suppliers and contractors.

1.3 This Plan is a statement of objectives and is not intended to create any legal obligation on behalf of Millington or any person or organization.

2.0 DEFINITIONS

2.1 Minority Business: For the purpose of this Plan, "Minority-Owned Business" means a business that is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls the daily operations of such business, and who is impeded from non-entry into the economic mainstream as defined in Tenn. Code Ann. § 7-59-313(a)(1)(A-C).

3.0 PLAN RESPONSIBILITY AND POLICY STATEMENT

3.1 It is the policy of Millington to afford Minority-Owned Businesses an opportunity to participate in the performance of contracts in accordance with T.C.A. 7-59-313(b).

3.2 As a purchaser of goods and services, it is Millington's responsibility to:

(a) Identify and maintain a pool of qualified suppliers.

(b) Provide opportunities for Minority-Owned Businesses to bid in those solicitations for products or services which they are capable of providing, and which meet RUS (Rural Utility Service) standards.

4.0 PLAN PERIOD OF EFFECTIVENESS

4.1 Millington is committed to providing affirmative access to contracting opportunities for Minority-Owned Businesses. Millington is proactive and will move toward inclusion of such firms in the supplier base. This plan represents an ongoing commitment by Millington, and has no fixed time period for effectiveness.

5.0 PLAN ADMINISTRATION

5.1 Millington's Plan Administrator is:

Lexanne Horton
PO Box 17040
Jonesboro, AR 72403
Phone: 870-336-2321

5.2 The Administrator manages the Plan as described below.

5.3 The Administrator's specific job duties, as they relate to this Plan are as follows:

(a) Develops and maintains policies and procedures to ensure that Minority-Owned Businesses have an equitable opportunity to be awarded contracts.

(b) Establishes and maintains policies and procedures to ensure that Minority-Owned Businesses have an equitable opportunity to be awarded contracts.

(c) Ensures inclusion of Minority-Owned Businesses in those solicitations for products or services which they are capable of providing.

(d) Maintains Minority-Owned Business related correspondence and record keeping.

(e) Coordinates activities during the conduct of any compliance review by the Tennessee state agencies.

(f) Attends or arranges for attendance by appropriate members of management at Minority Business Enterprise Seminars, Trade Fairs, and Conventions.

6.0 PLAN TO ASSURE EQUITABLE OPPORTUNITY

6.1 The Administrator shall ensure that appropriate source listings and services are properly utilized in support of the Plan. Sources/listings include, but are not limited to the following:

(a) The Millington-approved Master Supplier list.

(b) Information received from the Small Business Administration Procurement Automated Source System (PASS).

(c) Information sources received from the TN Department of Economic Development's Office of Minority Business Enterprise and Small Business Office.

(d) Information received from the local Chamber of Commerce.

6.2 Outreach efforts will be made as follows:

(a) The Administrator shall cultivate and maintain relationships with Small Business trade associations and business development organizations in an effort to locate and qualify capable Minority-Owned Businesses for participation in contracting opportunities.

(b) The Administrator shall ensure that Millington assists Minority-Owned Businesses by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules so as to facilitate the participation by such concerns.

(c) The Administrator shall ensure that Millington provides adequate and timely consideration of the potentialities of Minority-Owned Businesses in "make or buy" decisions.

(d) Appropriate members of management will attend seminars and trade fairs in order to develop sources.

7.0 PLAN REPORTING

7.1 Millington will submit such periodic reports and cooperate in those studies or surveys as may be required to determine the extent of compliance with this Plan.

7.2 Millington will maintain, if required, the following types of records:

(a) Source lists, guides, and other data that identify Minority-Owned Businesses.

(b) Lists of organizations contacted in an attempt to locate sources that are Minority-Owned Businesses.

(c) Records of any outreach efforts to contact trade associations, business development organizations, and conferences and trade fairs attended.

7.3 Millington's Supplier Master List identifies Minority-Owned Businesses. The Supplier List shall be utilized in identifying potential contractors. A Summary Sheet shall be maintained in each supplier's file and shall be reviewed and evaluated by the Plan Administrator.

Appendix 15
SVE Connect

SVE Connect, LLC

2024
MINORITY-OWNED
BUSINESS PARTICIPATION PLAN

Pursuant to the Competitive Cable and Video Services Act, Public Chapter 932 and in compliance with T.C.A. § 7-59-313, as amended, SVE Connect ("SVEC") submits this Minority-owned Business Participation Plan (the "Plan") in compliance with the obligations and requirements of providing competing cable and video services in Tennessee.

I. PURPOSE

The purpose is to provide opportunities for minority-owned business to provide goods and services to video service providers. SVEC is committed to these goals and to taking steps to support the participation of minority-owned businesses in the industry. SVEC will endeavor to provide opportunities for minority-owned businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, SVEC will make efforts to identify and inform minority-owned businesses that are qualified and capable of providing goods and services to SVEC of such opportunities. SVEC's representatives have already contacted the Department of Economic and Community Development, moreover, SVEC will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. DEFINITIONS

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or national origin and such business has annual gross receipts of less than four million dollars ($4,000,000.00).

Disability. A disability as defined in T.C.A § 4-26-201 including, but not limited to, disabled veterans.

III. ADMINISTRATION

SVEC's Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting SVEC's full efforts to provide equal opportunities for minority businesses. The Administrator of the Plan will be:

Lisa Holtcamp
SVE Connect, LLC
512 S Cedar Avenue, PO Box 31
South Pittsburg, TN 37380
Telephone Number: 423-837-5046

The Administrator's responsibilities will include:

(1) maintaining an updated Plan in full compliance with the rules and orders of the Tennessee Commission.

(2) establishing and developing policies and procedures necessary for the successful implementation of the Plan.

(3) preparing and submitting such forms as may be required by the Tennessee Commission, including the filing of required annual updates.

(4) serving as the primary liaison to and cooperate with the Tennessee Commission, other agencies of the State of Tennessee, minority-owned businesses to locate and use qualified minority-owned businesses.

(5) searching for and developing opportunities to use minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

(6) providing records and reports and cooperate in any authorized surveys as required by the Tennessee Commission.

(7) establishing a record-keeping system to track qualified minority-owned businesses and efforts to use such businesses.

(8) providing information and educational activities to persons within SVEC and training such persons to seek out, encourage, and promote the use of minority-owned businesses.

In performance of these duties, the Administrator intends to utilize a number of resources, including:

Chambers of Commerce
The Tennessee Department of Commerce
Office of Minority Business
The National Minority Supplier Development Counsel
The National Association of Women Business Owners
The National Association of Minority Contractors
Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for minority-owned business are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to minority-owned business will include offering, where appropriate and feasible, minority-owned business assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

IV. RECORDS AND COMPLIANCE REPORTS

SVEC will maintain records of qualified minority-owned business and efforts to use the goods and services of such businesses. In addition, SVEC will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this Plan.

SVEC will submit records and reports required by the Tennessee Commission concerning the Plan. Moreover, SVEC will cooperate fully with any surveys and studies required by the Tennessee Commission.

SVE Connect, LLC

By: /s/ Lisa Holtcamp
Finance and Accounting

Dated: January 23, 2024

Appendix 16
Holston Connect

HOLSTONCONNECT, LLC

2024
SMALL AND MINORITY-OWNED BUSINESS PARTICIPATION PLAN

Pursuant to the Competitive Cable and Video Services Act, Public Chapter 932 and in compliance with T.C.A. § 7-59-313(d), as amended, HolstonConnect, LLC (“Holston”) submits this Small and Minority-owned Business Participation Plan (the "Plan") in compliance with the obligations and requirements of providing competing cable and video services in Tennessee.

I. PURPOSE

The purpose is to provide opportunities for small and minority-owned business to provide goods and services to video service providers. Holston is committed to these goals and to taking steps to support the participation of small and minority-owned businesses in the industry. Holston will endeavor to provide opportunities for small and minority-owned businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, Holston will make efforts to identify and inform minority-owned and small businesses that are qualified and capable of providing goods and services to Holston of such opportunities. Holston's representatives have already contacted the Department of Economic and Community Development, moreover, Holston will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. DEFINITIONS

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or national origin and such business has annual gross receipts of less than four million dollars ($4,000,000.00).

Small Business. Small Business shall mean a business with annual gross receipts of less than four million dollars ($4,000,000.00).

Disability. A disability as defined in T.C.A § 4-26-201 including, but not limited to, disabled veterans.

III. ADMINISTRATION

Holston's Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying

out and promoting Holston's full efforts to provide equal opportunities for small and minority businesses. The Administrator of the Plan will be:

Steve Pittman
PO Box 190, 1200 West Main Street, Rogersville, TN 37857
423-272-1020
spittman@holstonelectric.com

The Administrator's responsibilities will include:

(1) maintaining an updated Plan in full compliance with the rules and orders of the Tennessee Commission.

(2) establishing and developing policies and procedures necessary for the successful implementation of the Plan.

(3) preparing and submitting such forms as may be required by the Tennessee Commission, including the filing of required annual updates.

(4) serving as the primary liaison to and cooperate with the Tennessee Commission, other agencies of the State of Tennessee, and small and minority-owned businesses to locate and use qualified small and minority-owned businesses.

(5) searching for and developing opportunities to use small and minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

(6) providing records and reports and cooperate in any authorized surveys as required by the Tennessee Commission.

(7) establishing a record-keeping system to track qualified small and minority-owned businesses and efforts to use such businesses.

(8) Providing information and educational activities to persons within Holston and training such persons to seek out, encourage, and promote the use of small and minority-owned businesses.

In performance of these duties, the Administrator intends to utilize a number of resources, including:

Chambers of Commerce
The Tennessee Department of Commerce
Small Business Administration
Office of Minority Business
The National Minority Supplier Development Counsel

The National Association of Women Business Owners
The National Association of Minority Contractors
Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for small and minority-owned business are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to small and minority-owned business will include offering, where appropriate and feasible, small and minority-owned business assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

IV. RECORDS AND COMPLIANCE REPORTS

Holston will maintain records of qualified small and minority-owned business and efforts to use the goods and services of such businesses. In addition, Holston will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this Plan.

Holston will submit records and reports required by the Tennessee Commission concerning the Plan. Moreover, Holston will cooperate fully with any surveys and studies required by the Tennessee Commission.

HolstonConnect, LLC

By: /s/ James B. Sandlin
General Manager

Dated: January 23, 2024

Appendix 17
Gibson Connect

GIBSON CONNECT™

1207A South College Street, Trenton, TN 38382
(731) 562-6000

January 24, 2024

Mr. Jerry Kettles
Director, Economic Analysis
Tennessee Public Utility Commission
502 Deaderick Street, Fourth Floor
Nashville, Tennessee 37243

Dear Mr. Kettles:

We have attached the Minority-Owned Business, Participation Plan (the "Plan") that Gibson Connect, LLC ("Gibson Connect") previously adopted and submitted as part of its application for a state-issued video franchise. The Plan remains in effect and has not been amended.

Gibson Connect is a new video provider in the start-up phase of its business. Gibson Connect began connecting its first pay customers in December 2019 and now has customers in Madison, Gibson, Dyer, Crockett, Obion and Lake counties of Tennessee.

Gibson Connect remains committed to fulfilling the requirements of its Minority-Owned Business Plan for the purchase of goods and services. We will continue working to identify minority-owned businesses by fostering relationships within relevant communities, and we will make available information within these communities on opportunities to work with Gibson Connect. As with our parent company, it is the intent of Gibson Connect to maximize participation of minority-owned businesses, and we aim to achieve a level of minority-owned business participation representative of the population of the demographics of the state of Tennessee.

I you have any questions or need anything else, please do not hesitate to contact me.

Best Regards,

Charles Phillips

VP of Operations

ENC

EXHIBIT E

Application of Gibson Connect, LLC for a State-Issued Certificate of Franchise Authority

Minority-Owned Business Participation Plan

Pursuant to Tenn. Code Ann. § 7-59-313, this Minority-Owned Business Participation Plan (the "Plan") sets forth the plan of Gibson Connect, LLC ("Provider") to actively solicit bids from, and let contracts to, minority-owned businesses when establishing, providing, or expanding cable or video services and/or broadband Internet service and related support facilities.

1) Minority-Owned Business. "Minority-owned business" means a business that is solely owned, or at least fifty-one percent (51 %) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls the daily operations of the business and who is impeded from normal entry into the economic mainstream because of:

a. Past practices of discrimination based on race, religion, ethnic background or sex, including, but not limited to, women;

b. A disability as defined in Tenn. Code Ann. § 4-26-102, including, but not limited to, disabled veterans; or

c. Past practices of racial discrimination against African-Americans.

2) Supplier Diversity Policy Statement. It is the policy of the Provider to promote the purchase of goods and services from minority-owned businesses. Maximum practicable opportunity shall be given to minority-owned businesses to participate as suppliers of material and services to the Provider. The Provider also encourages subcontracting opportunities from minority-owned businesses.

3) Promotion of Opportunities for Minority-Owned Businesses. The Provider's management, procurement, and human resources personnel work to identify goods and services that may be supplied by minority-owned businesses. When possible, the Provider seeks proposals, and makes purchases, from qualified minority-owned businesses. The Provider also seeks to foster relationships within minority-owned business communities.

4) Technical Assistance to Minority-Owned Businesses. The Provider provides information for minority-owned businesses upon request.

5) Statement of Intent. Under the Plan, the Provider shall (i) endeavor to maximize participation of minority-owned businesses and (ii) aim to achieve a level of minority-owned business participation representative of the population of the demographics of the state of Tennessee.

By January 31 of each year, the Provider will prepare and submit an annual report to the Tennessee Public Utilities Commission concerning the Plan and the Provider's compliance with the Plan.

Appendix 18
Meriwether Lewis Connect

MERIWETHER LEWIS CONNECT, LLC
SMALL AND MINORITY-OWNED BUSINESS
PARTICIPATION PLAN

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1.0 PURPOSE

2.0 DEFINITIONS

3.0 POLICY STATEMENT AND ADMINISTRATION

4.0 RECORDS AND COMPLIANCE REPORTS

1.0 PURPOSE

1.1 MLConnect is committed to promoting and maintaining the purchase of goods and services from qualified small and minority-owned businesses, as defined herein. As a locally operated small business, we recognize the challenges of building and growing a small business and want to do our part to support other businesses serving our industry.

1.2 MLConnect is committed to meeting the obligations required by Section 16 of the Tennessee Telecommunications Act of 1995, codified as T.C.A. § 65-5-112. The purpose of §65-5-112 is to provide opportunities for small and minority-owned businesses to provide goods and services to Telecommunications service providers. MLConnect is committed to the goals of§ 65-5-112 and to taking steps to support the participation of small and minority-owned Telecommunications businesses in the Telecommunications industry. MLConnect will endeavor to provide opportunities for small and minority-owned Telecommunications businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process. MLConnect will make efforts to identify and inform minority- owned and small businesses that are qualified and capable of providing goods and services to MLConnect of such opportunities. Moreover, MLConnect will seek to increase awareness of such opportunities so that qualified companies not otherwise identified will have sufficient information to participate in the procurement process.

1.3 MLConnect is committed to meeting the obligations required by Public Chapter 932 of 2008, known as the Competitive Cable and Video Services Act (the "Act"), codified as T.C.A. § 7-59-318. Pursuant to T.C.A. § 7-59-313, as amended, MLConnect maintains a minority-owned business participation plan. The purpose of T.C.A. § 7-59-313 is to provide opportunities for minority-owned businesses to provide goods and services to video and cable service providers, MLConnect is committed to the goals of§ 7-59-313 and to taking steps to support the participation of minority- owned businesses in the Telecommunications industry. MLConnect will endeavor to provide opportunities for minority-owned businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, MLConnect will make efforts to identify and inform minority-owned and small businesses that are qualified and capable of providing goods and services to MLConnect of such opportunities. Moreover, MLConnect will seek to increase awareness of such opportunities so that qualified companies not otherwise identified will have sufficient information to participate in the procurement process.

1.4 The Administration of this Plan is the responsibility of MLConnect. It is the policy of MLConnect to provide an opportunity for small and minority-owned businesses, as defined herein, to compete for subcontracts awarded by MLConnect on a fair and equitable basis with qualified suppliers and contractors.

1.5 This plan is a state of objectives and is not intended to create any legal obligations of MLConnect or any other person.

2.0 DEFINITIONS

2.1 **"MLConnect"** - For the purpose of this Plan, MLConnect shall include Meriwether Lewis Connect, LLC, a wholly-owned subsidiary of Meriwether Lewis Electric Cooperative

2.2 **"Minority Owned Business"** - (as defined in T.C.A. § 65-5-112) "Minority-Owned Business" shall mean a business which is solely owned, or at least fifty-one percent (51%) of the outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or

national origin and such business has annual gross receipts of less than four million dollars ($4,000,000).

- (as defined in T.C.A. § 7-59-313) "Minority-Owned Business" additionally shall mean a business which is solely owned, or at least fifty-one percent (51%) of the outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of:

A. Past practices of discrimination based on race, religion, ethnic background, or sex, including, but not limited, women:

B. A disability as defined in T.C.A. § 4-26-102, including, but not limited to, disabled veterans; or

C. Past practices of racial discrimination against African-Americans

2.3 **"Small Business"** - (as defined in T.C.A. § 65-5-112) For the purpose of this Plan, "Small Business" means a business with annual gross receipts of less than four million dollars ($4,000,000}.

3.0 POLICY STATEMENT & ADMINISTRATION

3.1 It is the policy of MLConnect to afford Small Businesses and Minority-Owned Businesses and opportunity to participate in the performance of contracts in accordance with T.C.A. § 65-5-112 and T.C.A. § 7-59-313.

3.2 MLConnect's Plan will be overseen and administered by the individual named below, which may change from time-to time, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting MLConnect's full efforts to provide equal opportunities for Small Business and Minority-Owned Businesses.

3.3 The Administrator of the Plan **will be :**

Keith Carnahan
President & CEO
1625 Highway 100
Centerville, Tennessee 37033
Telephone: 931.729-3558: Fax: 931.729-9671

3.4 The Administrator's specific job duties, as they relate to this Plan are as follows:

A. Maintaining an updated plan in full compliance with T.C.A. § 65-5-112 and T.C.A. § 7-59-313 and the rules and orders of the Tennessee Regulatory Authority.

B. Establishing and developing policies and procedures for the successful implementation of the Plan.

C. Preparing and submitting such forms as may be required by the Tennessee Regulatory Authority, including the filing of required annual updates.

D. Serving as the primary liaison to and cooperate with the Tennessee Regulatory Authority, other agencies of the State of Tennessee, and

Small Businesses and Minority-Owned Businesses to locate and use qualified businesses as defined in T.C.A. § 65-5-112 and T.C.A. § 7-59-313.

E. Searching for and developing opportunities to use Small Businesses and Minority-Owned Businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

F. Providing records and reports and cooperates in any authorized surveys as required by the Tennessee Regulatory Authority.

G. Establishing a record-keeping system to track qualified Small Businesses and Minority-Owned Businesses and efforts to use such businesses.

H. Providing information and educational activities to persons within MLConnect and training such persons to seek out, encourage, and promote the use of Small Businesses and Minority-Owned Businesses.

In performance of these duties, the Administrator will utilize a number of resources, including

- Chambers of Commerce
- The Tennessee Department of Economic and Community Development
- The United States Department of Commerce
    - Small Business Administration
    - Office of Minority Business
- The National Minority Supplier Development Counsel
- The National Association of Women Business Owners
- The National Association of Minority Contractors
- Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for Small Business and Minority-Owned Business are primarily spelled out in the Administrator's duties above. Additional efforts will include offering technical assistance where appropriate and feasible, to Small Businesses and Minority-Owned Businesses.

4.0 RECORDS AND COMPLIANCE REPORTS

4.1 MLConnect will maintain records of qualified Small Businesses and Minority-Owned Businesses and efforts to use such goods and services of such businesses In addition, MLConnect will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this plan.

4.2 MLConnect will submit records and reports required by the Tennessee Regulatory Authority concerning the Plan. MLConnect will cooperate fully with any surveys and studies required by the Tennessee Regulatory Authority

Appendix 19
Johnson City Energy Authority
d/b/a Brightridge

Johnson City Energy Authority dba BrightRidge

2024
MINORITY-OWNED
BUSINESS PARTICIPATION PLAN

Pursuant to the Competitive Cable and Video Services Act, Public Chapter 932 and in compliance with T.C.A. § 7-59-313, as amended, Johnson City Energy Authority dba BrightRidge (“BrightRidge”) submits this Minority-owned Business Participation Plan (the "Plan") in compliance with the obligations and requirements of providing competing cable and video services in Tennessee.

I. PURPOSE

The purpose is to provide opportunities for minority-owned business to provide goods and services to video service providers. BrightRidge is committed to these goals and to taking steps to support the participation of minority-owned businesses in the industry. BrightRidge will endeavor to provide opportunities for minority-owned businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, BrightRidge will make efforts to identify and inform minority-owned businesses that are qualified and capable of providing goods and services to BrightRidge of such opportunities. BrightRidge's representatives have already contacted the Department of Economic and Community Development, moreover, BrightRidge will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. DEFINITIONS

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or national origin and such business has annual gross receipts of less than four million dollars ($4,000,000.00).

Disability. A disability as defined in T.C.A § 4-26-201 including, but not limited to, disabled veterans.

III. ADMINISTRATION

BrightRidge's Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting BrightRidge's full efforts to provide equal opportunities for minority businesses. The Administrator of the Plan will be:

Brian Bolling
CFO & Chief Customer Officer
BrightRidge
2600 Boones Creek Rd.
Johnson City, TN 37615
Main Office Number 423-952-5000

The Administrator's responsibilities will include:

(1) maintaining an updated Plan in full compliance with the rules and orders of the Tennessee Commission.

(2) establishing and developing policies and procedures necessary for the successful implementation of the Plan.

(3) preparing and submitting such forms as may be required by the Tennessee Commission, including the filing of required annual updates.

(4) serving as the primary liaison to and cooperate with the Tennessee Commission, other agencies of the State of Tennessee, minority-owned businesses to locate and use qualified minority-owned businesses.

(5) searching for and developing opportunities to use minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

(6) providing records and reports and cooperate in any authorized surveys as required by the Tennessee Commission.

(7) establishing a record-keeping system to track qualified minority-owned businesses and efforts to use such businesses.

(8) providing information and educational activities to persons within BrightRidge and training such persons to seek out, encourage, and promote the use of minority-owned businesses.

In performance of these duties, the Administrator intends to utilize a number of resources, including:

Chambers of Commerce
The Tennessee Department of Commerce
Office of Minority Business
The National Minority Supplier Development Counsel
The National Association of Women Business Owners
The National Association of Minority Contractors
Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for minority-owned business are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to minority-owned business will include offering, where appropriate and feasible, minority-owned business assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

IV. RECORDS AND COMPLIANCE REPORTS

BrightRidge will maintain records of qualified minority-owned business and efforts to use the goods and services of such businesses. In addition, BrightRidge will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this Plan.

BrightRidge will submit records and reports required by the Tennessee Commission concerning the Plan. Moreover, BrightRidge will cooperate fully with any surveys and studies required by the Tennessee Commission.

BrightRidge

By: /s/ Brian Bolling
CFO & Chief Customer Officer

Dated: January 23, 2024

Appendix 20
Point Broadband Holdings

January 23, 2024

Tennessee Public Utility Commission
Attn: Jerry Kettles
502 Deaderick Street, 4th Floor
Nashville, TN 37243

Re: Small and Minority-Owned Telecommunications Business Participation Plan

Dear Mr. Kettles:

Point Broadband Fiber Holding, LLC received its Certificate of Public Convenience and Necessity ("CPCN") per the Tennessee Public Utility Commission's Order dated October 11, 2019 (Docket No. 19-00054). Point Broadband Fiber Holding, LLC filed its Small and Minority-Owned Telecommunications Business Participation Plan ("Plan") with its CPCN Application in June 2019.

In accordance with the Tennessee Code, Point Broadband Fiber Holding, LLC files this letter and the enclosed Plan and states there have been no changes to the Plan.

Thank you.

Sincerely,

John A. Kemp

John Kemp
Deputy General Counsel
Point Broadband

SMALL AND MINORITY-OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN

Pursuant to T.C.A. §65-5-112, as amended, Point Broadband Fiber Holding, LLC submits this small and minority-owned Telecommunications business participation plan (the "Plan") along with its Application for a Certificate of Public Convenience and Necessity to provide competing intrastate and local exchange services in Tennessee.

I. PURPOSE

The purpose of §65-5-112 is to provide opportunities for small and minority-owned businesses to provide goods and services to telecommunications service providers. Point Broadband Fiber Holding, LLC is committed to the goals of §65-5-112 and to taking steps to support the participation of small and minority-owned telecommunications businesses in the telecommunications industry. Point Broadband Fiber Holding, LLC will endeavor to provide opportunities for small and minority-owned telecommunications businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, Point Broadband Fiber Holding, LLC will make efforts to identify and inform minority-owned and small businesses that are qualified and capable of providing goods and services to Point Broadband Fiber Holding, LLC of such opportunities. Point Broadband Fiber Holding, LLC's representatives have already contacted the Department of Economic and Community Development, the administrator of the small and minority-owned telecommunications assistance program, to obtain a list of qualified vendors. Moreover, Point Broadband Fiber Holding, LLC will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

SMALL AND MINORITY-OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN (cont'd)

II. DEFINITIONS

As defined in §65-5-112.

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at lease fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or national origin and such business has annual gross receipts of less than four million dollars ($4,000,000).

Small Business. Small Business shall mean a business with annual gross receipts of less than four million dollars ($4,000,000).

III. ADMINISTRATION

Point Broadband Fiber Holding, LLC's Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting Point Broadband Fiber Holding, LLC's full efforts to provide equal opportunities for small and minority-owned businesses. The Administrator of the Plan will be:

Chad Wachter, General Counsel
Point Broadband Fiber Holding, LLC
1791 O.G. Skinner Drive, Suite A
West Point, GA 31833
Telephone: 706-773-2663

The Administrator's responsibilities will include:

(1) Maintaining an updated Plan in full compliance with §65-5-112 and the rules and orders of the Tennessee Public Utility Commission.

SMALL AND MINORITY-OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN (cont'd)

(2) Establishing and developing policies and procedures necessary for the successful implementation of the Plan.

(3) Preparing and submitting such forms as may be required by the Tennessee Public Utility Commission, including the filing of required annual updates.

(4) Serving as the primary liaison to and cooperate with the Tennessee Public Utility Commission, other agencies of the State of Tennessee, and small and minority-owned businesses to locate and use qualified small and minority-owned businesses as defined in §65-5-112.

(5) Searching for and developing opportunities to use small and minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

(6) Providing records and reports and cooperating in any authorized surveys as required by the Tennessee Public Utility Commission.

(7) Establishing a record-keeping system to track qualified small and minority-owned businesses and efforts to use such businesses.

(8) Providing information and educational activities to persons within CLEC A and training such persons to seek out, encourage, and promote the use of small and minority-owned businesses.

In performance of these duties, the Administrator will utilize a number of resources, including:

Chambers of Commerce

The Tennessee Department of Economic and Community Development

The United States Department of Commerce

Small Business Administration

Office of Minority Business

The National Minority Supplier Development Counsel

The National Association of Women Business Owners

The National Association of Minority Contractors

Historically Black Colleges, Universities, and Minority Institutions

SMALL AND MINORITY-OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN (cont'd)

The efforts to promote and ensure equal opportunities for small and minority-owned businesses are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to small and minority-owned businesses will include offering, where appropriate and feasible, small and minority-owned businesses assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

IV. RECORDS AND COMPLIANCE REPORTS

Point Broadband Fiber Holding, LLC will maintain records of qualified small and minority-owned business and efforts to use the goods and services of such businesses. In addition, Point Broadband Fiber Holding, LLC will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this plan.

Point Broadband Fiber Holding, LLC will submit records and reports required by the Tennessee Public Utility Commission concerning the Plan. Moreover, Point Broadband Fiber Holding, LLC will cooperate fully with any surveys and studies required by the Tennessee Public Utility Commission.

Point Broadband Fiber Holding, LLC

By: /s/ Chad Wachter
Chad Wachter
General Counsel

Dated: June 3, 2019

Appendix 21
Advantage Cellular Systems

Sent via email: jerry.kettles@tn.gov

January 23, 2024

Jerry Kettles
Director, Economic Analysis
Tennessee Public Utility Commission
502 Deaderick Street, Fourth Floor
Nashville, TN 37243

RE: Minority Owned Business Participation Plan

Dear Mr. Kettles:

In accordance with Tennessee Code 7-59-313 and the Competitive Cable and Video Services Act, Advantage Cellular Systems, Inc. d/b/a DTC Communications submits this annual report of compliance with its Minority-Owned Business Participation Plan.

The enclosed Minority-Owned Business Participation Plan that was approved in TPUC Doc. No. 20-00044 remains unchanged, and DTC Communications continues to comply with this plan.

Please contact me if you have any questions or need further information.

Respectfully,

Christopher E. Townson
CEO

Encl.

ADVANTAGE CELLULAR SYSTEMS, INC. D/B/A DTC COMMUNICATIONS
MINORITY-OWNED TELECOMMUNICATIONS
BUSINESS PARTICIPATION PLAN

Pursuant to T.C.A. §§ 7-59-305(c)(11) and 7-59-313, Advantage Cellular Systems, Inc. d/b/a DTC Communications. ("DTC") submits this minority-owned telecommunications business participation plan (the "Plan").

I. PURPOSE

The purpose of § 7-59-313 is to provide opportunities for small and minority-owned businesses to provide goods and services to video service providers. DTC is committed to the goals of § 7-59-313 and to taking steps to support the participation of minority-owned businesses in the video-cable industry. DTC will endeavor to provide opportunities for minority-owned businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, DTC will make efforts to identify and inform minority-owned businesses that are qualified and capable of providing goods and services to DTC of such opportunities. DTC's representatives have already contacted the Department of Economic and Community Development to obtain a list of qualified vendors. Moreover, DTC will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. DEFINITIONS

As defined in § 7-59-313:

Minority-Owned Business. Minority-owned business means a business that is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls the daily operations of the business and who is impeded from normal entry into the economic mainstream because of past practices of

discrimination based on race, religion, ethnic background or sex, including, but not limited to, women; a disability as defined in § 4-26-102, including, but not limited to, disabled veterans; or past practices of racial discrimination against African-Americans.

III. ADMINISTRATION

DTC's Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting DTC's full efforts to provide equal opportunities for minority-owned businesses. The Administrator of the Plan will be:

Christopher E. Townson
111 High Street
P.O. Box 247
Alexandria, TN 37012
Tel: (615) 464-2303
Email: CTownson@staff-dtc.com

The Administrator's responsibilities will include:

(1) Maintaining an updated Plan in full compliance with § 7-59-313 and the rules and orders of the Tennessee Public Utility Commission;

(2) Establishing and developing policies and procedures necessary for the successful implementation of the Plan;

(3) Preparing and submitting such forms as may be required by the Tennessee Public Utility Commission, including the filing of required annual updates;

(4) Serving as the primary liaison to and cooperating with the Tennessee Public Utility Commission, other agencies of the State of Tennessee, and minority-owned businesses to locate and use qualified minority-owned businesses as defined in § 7-59-313;

(5) Searching for and developing opportunities to use minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts;

(6) Providing records and reports and cooperating in any authorized surveys as required by the Tennessee Public Utility Commission;

(7) Establishing a recordkeeping system to track qualified minority-owned businesses and efforts to use such businesses; and

(8) Providing information and educational activities to persons within DTC and training such persons to seek out, encourage and promote the use of small and minority-owned businesses.

In performance of these duties, the Administrator will utilize a number of resources, including:

Chambers of Commerce
The Tennessee Department of Economic and Community Development
The United States Department of Commerce
Small Business Administration, Office of Minority Business
The National Minority Supplier Development Counsel
The National Association of Women Business Owners
The National Association of Minority Contractors
Historically Black Colleges, Universities and Minority Institutions

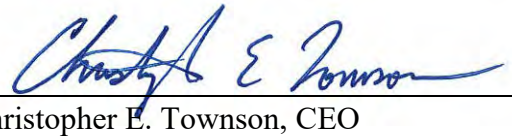
The efforts to promote and ensure equal opportunities for minority-owned businesses are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to minority-owned businesses will include offering, where appropriate and feasible, minority-owned businesses assistance with technical, insurance, bonding, licensing, production and deadline requirements.

IV. RECORDS AND COMPLIANCE REPORTS

DTC will maintain records of qualified minority-owned businesses and efforts to use the goods and services of such businesses. In addition, DTC will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this Plan. DTC will submit records and reports required by the Tennessee Public Utility

Commission concerning the Plan. Moreover, DTC will cooperate fully with any surveys and studies required by the Tennessee Public Utility Commission.

Advantage Cellular Systems, Inc.
d/b/a DTC Communications

By: 
Christopher E. Townson, CEO

Dated: January 23, 2024

Appendix 22
Full Tilt Communications

Full Tilt Communications, LLC
For Calendars Years 2023

SMALL AND MINORITY-OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN

Pursuant to T.C.A.§65-5-212, as amended, Full Tilt Communications, LLC submits this small and minority-owned Telecommunications business participation plan (the "Plan") along with its Application for a Certificate of Public Convenience and Necessity to resell intrastate and local exchange services in Tennessee.

I. PURPOSE

The purpose of §65-5-212 is to provide opportunities for small and minority-owned businesses to provide goods and services to Telecommunications service providers. Full Tilt Communications, LLC is committed to the goals of §65-5-212 and to taking steps to support the participation of small and minority-owned Telecommunications businesses in the Telecommunications industry. Full Tilt Communications, LLC will endeavor to provide opportunities for small and minority-owned Telecommunications businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, Full Tilt Communications, LLC will make efforts to identify and inform minority-owned and small businesses that are qualified and capable of providing goods and services to Full Tilt Communications, LLC of such opportunities. Full Tilt Communications, LLC representatives have already contacted the Department of Economic and Community Development, the administrator of the small and minority-owned Telecommunications assistance program, to obtain a list of qualified venders. Moreover, Full Tilt Communications, LLC, will seek to increase

awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. DEFINITIONS

As defined in §65-5-212.

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or national origin and such business has annual gross receipts of less than four million dollars ($4,000,000).

Small Business. Small Business shall mean a business with annual gross receipts of less than four million dollars ($4,000,000).

III. ADMINISTRATION

Full Tilt Communications, LLC will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting Full Tilt Communications, LLC's full efforts to provide equal opportunities for small and minority-owned businesses. The administrator of the Plan will be:

Name:	Greg Friedman, Full Tilt Communications
Address:	PO Box 1110
City/State:	Boulder, CO 80306
Telephone:	303-250-9868
Facsimile:	
Email:	gfriedman@fulltiltcom.com

The Administrator's responsibilities will include:

(1) Maintaining an updated Plan in full compliance with §65-5-212 and the rules and orders of the Tennessee Regulatory Authority.

(2) Establishing and developing policies and procedures necessary for the successful implementation of the Plan.

(3) Preparing and submitting such forms as may be required by the Tennessee Regulatory Authority, including the filing of required annual updates.

(4) Serving as the primary liaison to and cooperate with the Tennessee Regulatory Authority, other agencies of the State of Tennessee, and small and minority-owned business to locate and use qualified small and minority-owned businesses as defined in §65-5-212.

(5) Searching for and developing opportunities to use small and minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

(6) Providing records and reports and cooperates in any authorized surveys and required by the Tennessee Regulatory Authority.

(7) Establishing a record-keeping system to track qualified small and minority-owned businesses and efforts to use such businesses.

(8) Providing information and educational activities to persons within CLECI and training such persons to seek out, encourage, and promote the use of small and minority-owned businesses.

In performance of these duties, the Administrator will utilize a number of resources, including:

Chambers of Commerce
The Tennessee Department of Economic and Community Development
The United States Department of Commerce
Small Business Administration
Office of Minority Business
The National Minority Supplier Development Counsel
The National Association of Women Business Owners
The National Association of Minority Contractors
Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for small and minority-owned businesses are primarily spelled out in the Administrator's duties above.

Additional efforts to provide opportunities to small and minority-owned businesses will include offering, where appropriate and feasible, small and minority-owned businesses

assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

IV. RECORDS AND COMPLIANCE REPORTS

Full Tilt Communications, LLC will maintain records of qualified small and minority-owned business and efforts to use the goods and services of such businesses. In addition, Full Tilt Communications, LLC will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this plan.

Full Tilt Communications, LLC will submit records and reports required by the Tennessee Regulatory Authority concerning the Plan. Moreover, Full Tilt Communications, LLC will cooperate fully with any surveys and studies required by the Tennessee Regulatory Authority.

Full Tilt Communications, LLC

By:

Greg Friedman
CFO

Dated: May 21, 2024

Appendix 23
Telepak Networks

1018 Highland Colony Parkway, Suite 700
Ridgeland, Mississippi 39157

KATIE WALLACE
Deputy General Counsel
Telapex, Inc. and C Spire

Direct Line: 601.487.5203
Email: klwallace@telapexinc.com

January 31, 2024

Via Email: **carlos.black@tn.gov**
Jerry.kettles@tn.gov

Carlos Black
Utility Rate Analyst

Jerry Kettles
Director of Economic Analysis
Tennessee Public Service Commission
502 Deaderick Street, 4th Floor
Nashville, Tennessee 37243

RE: Telepak Networks Inc. doing business as C Spire

Certificate of Public Convenience and Necessity granted February 22, 2001 in Docket No. 00-00930

Gentlemen:

Telepak Networks, Inc. dba C Spire ("Telepak") was certificated in Docket 00-00930 to offer telecommunications within the state of Tennessee, and in 2021 it was granted a State-issued Certificate of Franchise Authority in Docket No. 21-00088. At the time of its original certification, Telepak filed an Application including its Small and Minority-Owned Telecommunications Business Participation Plan, which is available electronically at the following link:

http://share.tn.gov/tra/orders/2000/0000930.pdf

Telepak has no updates or changes to the plan, except it notified the Commission by letter dated August 27, 2020 that its Plan Administrator and contact information should be updated as follows:

Plan Administrator: Don Gregory
Director, Construction Development Management
C Spire
1018 Highland Colony Pkwy

Ridgeland, MS 39157
o. 6019747350 | c. 6015731003
Email: dgregory@cspire.com

This information remains current. If you need any additional information, or have any questions, please do not hesitate to contact me at the information provided above.

Sincerely,

Katie L. Wallace

cc: Don Gregory
Charles L. McBride, Jr.

4868-8239-6833, v. 1

Appendix 24
Knoxville Utility Board

Knoxville Utilities Board ("KUB")

2024
MINORITY-OWNED
BUSINESS PARTICIPATION PLAN

Pursuant to the Competitive Cable and Video Services Act, Public Chapter 932 and in compliance with T.C.A. § 7-59-313, as amended, Knoxville Utilities Board ("KUB") submits this Minority-owned Business Participation Plan (the "Plan") in compliance with the obligations and requirements of providing competing cable and video services in Tennessee.

I. PURPOSE

The purpose is to provide opportunities for minority-owned business to provide goods and services to video service providers. KUB is committed to these goals and to taking steps to support the participation of minority-owned businesses in the industry. KUB will endeavor to provide opportunities for minority-owned businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, KUB will make efforts to identify and inform minority-owned businesses that are qualified and capable of providing goods and services to KUB of such opportunities. KUB's representatives have already contacted the Department of Economic and Community Development, moreover, KUB will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

II. DEFINITIONS

Minority-Owned Business. Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or national origin and such business has annual gross receipts of less than four million dollars ($4,000,000.00).

Disability. A disability as defined in T.C.A § 4-26-201 including, but not limited to, disabled veterans.

III. ADMINISTRATION

KUB's Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting KUB's full efforts to provide equal opportunities for minority businesses. The Administrator of the Plan will be:

Name: Savannah McMillan
Knoxville Utilities Board
Address: 4505 Middlebrook Pike, Knoxville TN 37921
Email: savannah.mcmillan@kub.org
Telephone Number: 865-558-2594

The Administrator's responsibilities will include:

(1) maintaining an updated Plan in full compliance with the rules and orders of the Tennessee Commission.

(2) establishing and developing policies and procedures necessary for the successful implementation of the Plan.

(3) preparing and submitting such forms as may be required by the Tennessee Commission, including the filing of required annual updates.

(4) serving as the primary liaison to and cooperate with the Tennessee Commission, other agencies of the State of Tennessee, minority-owned businesses to locate and use qualified minority-owned businesses.

(5) searching for and developing opportunities to use minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.

(6) providing records and reports and cooperating in any authorized surveys as required by the Tennessee Commission.

(7) establishing a record-keeping system to track qualified minority-owned businesses and efforts to use such businesses.

(8) providing information and educational activities to persons within KUB and training such persons to seek out, encourage, and promote the use of minority-owned businesses.

In performance of these duties, the Administrator intends to utilize a number of resources, including:

Chambers of Commerce
The Tennessee Department of Commerce
Office of Minority Business
The National Minority Supplier Development Counsel
The National Association of Women Business Owners
The National Association of Minority Contractors
Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for minority-owned businesses are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to minority-owned business will include offering, where appropriate and feasible, minority-owned business assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

IV. RECORDS AND COMPLIANCE REPORTS

KUB will maintain records of qualified minority-owned business and efforts to use the goods and services of such businesses. In addition, KUB will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this Plan.

KUB will submit records and reports required by the Tennessee Commission concerning the Plan. Moreover, KUB will cooperate fully with any surveys and studies required by the Tennessee Commission.

Knoxville Utilities Board

By: Daniel J. Kembel
Procurement Manager

Dated: January 30, 2024

Appendix 25
Ritter Communications

Ritter COMMUNICATIONS

phone 870.336.3434 1.888.336.4249 fax 870.336.3401 office 2400 Ritter Dr., Jonesboro, AR 72401

April 30, 2024

Tennessee Public Utility Commission
ATTN: Carlos Black
502 Deadrick Street, 4th Floor
Nashville, TN 37243

RE: Small and Minority-Owned Telecommunications Business Participation Plan

Dear Mr. Black:

E. Ritter Communications Holdings, LLC, dba Ritter Communications (Company) hereby submits this Small and Minority-Owned Telecommunications Business Participation Plan in accordance with TCA § 65-5-112.

In 2023, we are pleased to report the Company paid Minority-Owned businesses $697,135.

The Company will comply with this Plan and look for ways to increase its contacts and partnerships with Minority-Owned suppliers.

Sincerely,

Lexanne Horton
CFO

E. Ritter Communications, LLC

SMALL AND MINORITY-OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN

E. Ritter Communications, LLC

SMALL AND MINORITY-OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN

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SMALL AND MINORITY-OWNED TELECOMMUNICATIONS BUSINESS PARTICIPATION PLAN

1.0 PLAN

1.1 This Small and Minority-Owned Telecommunications Business Participation Plan ("Plan") is submitted by E. Ritter Communications, LLC, dba Ritter Communications ("Company"), as required by TCA § 65-5-112.

1.2 The Administration of this Plan is the responsibility of the Company. It is the policy of the Company to provide an opportunity for Small and Minority-Owned Businesses to compete for subcontracts awarded by the Company on a fair and equitable basis with certified suppliers and contractors.

1.3 This Plan is a statement of objectives and is not intended to create any legal obligation on behalf of the Company or any person or organization

2.0 DEFINITIONS

2.1 Minority Business: For the purpose of this Plan, "Minority-Owned Business" means a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls the daily operations of such business, and who is impeded from non-entry into the economic mainstream as defined in TCA § 65-5-112.

3.0 PLAN RESPONSIBILITY AND POLICY STATEMENT

3.1 It is the policy of the Company to afford Minority-Owned Businesses an opportunity to participate in the performance of contracts in accordance with TCA § 65-5-112.

3.2 As a purchaser of goods and services, it is the Company's responsibility to:

(a) Identify and maintain a pool of qualified suppliers.

(b) Provide opportunities for Small and Minority-Owned Businesses to bid in those solicitations for products or services which they are capable of providing, and which meet RUS (Rural Utility Service) standards.

4.0 PLAN PERIOD OF EFFECTIVENESS

4.1 The Company is committed to providing affirmative access to contracting opportunities for Small and Minority-Owned Businesses. The Company is proactive and will move

toward inclusion of such firms in the supplier base. This plan represents an ongoing commitment by the Company, and has no fixed time period for effectiveness.

5.0 PLAN ADMINISTRATION

5.1 Company's Plan Administrator is:

Lexanne Horton, Vice-President, Controller
PO Box 17040
Jonesboro, AR 72403
Phone: 870-336-2321

5.2 The Administrator manages the Plan as described below.

5.3 The Administrator's specific job duties, as they relate to this Plan are as follows:

(a) Develops and maintains policies and procedures to ensure that Small and Minority-Owned Businesses have an equitable opportunity to be awarded contracts.

(b) Establishes and maintains policies and procedures to ensure that Small and Minority-Owned Businesses have an equitable opportunity to be awarded contracts.

(c) Ensures inclusion of Small and Minority-Owned Businesses in those solicitations for products or services which they are capable of providing.

(d) Maintains Small and Minority-Owned Business related correspondence and record keeping.

(e) Coordinates activities during the conduct of any compliance review by the Tennessee state agencies.

(f) Attends or arranges for attendance by appropriate members of management at Small and Minority Business Enterprise Seminars, Trade Fairs, and Conventions.

6.0 PLAN TO ASSURE EQUITABLE OPPORTUNITY

6.1 The Administrator shall ensure that appropriate source listings and services are properly utilized in support of the Plan. Sources/listings include, but are not limited to the following:

(a) The Company-approved Master Supplier list.

(b) Information received from the Small Business Administration Procurement Automated Source System (PASS).

(c) Information sources received from the TN Department of Economic Development's Office of Minority Business Enterprise and Small Business Office.

(d) Information received from the local Chamber of Commerce.

6.2 Outreach efforts will be made as follows:

(a) The Administrator shall cultivate and maintain relationships with Small Business trade associations and business development organizations in an effort to locate and qualify capable Small and Minority-Owned Businesses for participation in contracting opportunities.

(b) The Administrator shall ensure that the Company assists Small and Minority-Owned Businesses by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules so as to facilitate the participation by such concerns.

(c) The Administrator shall ensure that the Company provides adequate and timely consideration of the potentialities of Small and Minority-Owned Businesses in "make or buy" decisions.

(d) Appropriate members of management will attend seminars and trade fairs in order to develop sources.

7.0 PLAN REPORTING

7.1 The Company will submit such periodic reports and cooperate in those studies or surveys as may be required to determine the extent of compliance with this Plan.

7.2 The Company will maintain, if required, the following types of records:

(a) Source lists, guides, and other data that identify Small and Minority-Owned Businesses.

(b) Lists of organizations contacted in an attempt to locate sources that are Small and Minority-Owned Businesses.

(c) Records of any outreach efforts to contact trade associations, business development organizations, and conferences and trade fairs attended.

(d) The Company's Supplier Master List identifies Small and Minority-Owned Businesses. The Supplier List shall be utilized in identifying potential contractors. A Summary Sheet shall be maintained in each supplier's file and shall be reviewed and evaluated by the Plan Administrator.