National Telecommunications and Information Administration (NTIA)
Middle Mile Grant Program
Bi-Annual Performance Report

Note: Form instructions and definitions will be created to support the report. Instructional guidance and training will be developed. Numbering to be updated based on final approved form.

RECIPIENT NAME: Concho Valley Electric Cooperative, Inc.

OMB Control No.	0660-0052
Expiration Date:	4/30/2026

Middle Mile Grant Program Bi-Annual Performance Report

A. GENERAL INFORMATION

GENERAL				
1a. Recipient Organization:	**Concho Valley Electric Cooperative, Inc.**	**1h. Award Identification Number:**	**48-40-MM978**	
1b. Recipient Street Address:	**2530 Pulliam Street**	**1i. Report Date (10/30/2023):**	30-Oct-23	
1c. City, Sate, and Zip Code:	**San Angelo, TX 76905-4401**	**1j. Final Report:**	**Yes** ☐	**No** ☐
1d. Unique Entity Identification (UEI) Number:	**X6HDKZFKN7M9**	**1k. Report Period Start Date (07/01/2023):**	**7/1/2023**	
1e. Award Start Date (MM/DD/YYYY):	**7/1/2023**	**1l. Report Period End Date (09/30/2023):**	**30-Sep-23**	
1f. Award End Date (MM/DD/YYYY):	**6/30/2025**			
1g. Name of Person Completing Report:	**Jonathan Cutrer**			

B. PROJECT NARRATIVE

Please use the section below to provide a project narrative of the project(s).
This section aims to help reviewers better understand what project is being proposed and steps taken to achieve this goal.

PROJECT NARRATIVE	
2a. A brief description of the recipient's organization and scope of work/project priorities:	**Concho Valley Electric Cooperative, Inc. (CVEC) is a rural electric cooperative serving Tom Green, Coke, Concho, Sterling, and Irion counties in West Texas. CVEC was established in 1940 and today operates 4,371 miles of energized miles. As a recipient of NTIA's Middle-Mile award, CVEC's overall intiative during this two year performance period is to provide a world class fiber-to-the-home broadband connection to all of their 7 693 rural electric cooperative members spanning the five counties listed above in rural Texas. CVEC Inc. has designed new routes to add bandwidth to and extend middle-mile service to the five rural**
2b. An overview of the significant outputs and outcomes to be accomplished in the project:	**CVEC has designed 89.9 miles of new fiber routes to add bandwidth and extend middle-mile service from San Angelo Metropolitan area in urban Green County to several rural communities in rural Tom Green and Coke Counties. CVEC's proposed routes will enable last-mile translations from DSL, fixed wireless, and unserved areas to speeds in excess of 1Gbps symmetrical connections over its entire footprint, which includes as many community anchor institutions as possible. These anchor institutions include three rural fire stations, five law enforcement agencies, and four schools. The construction of fiber construction will be completed and operational by the end of the second year of receiving the grant. Not only will this project meet the immediate need to utilize the proposed middle mile network to serve its own customers, but will also enable competition and lower cost to consumers of existing middle mile providers and to attract more last-mile providers to the area who will save thousands in construction costs to serve these underserved and unserved areas.**
2c. How would the project meet the recipient's business and/or administrative need(s)?	**The NTIA Middle Mile project will provide improved redundancy on CVEC's transport network through interconnection capabilities with other carriers.**
2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.	**During this reporting period, CVEC has contracted with an engineering firm and is in the process of contracting with an Environmental Consultant to certify CATEx for the routes included in this project.**
2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).	**CVEC has worked diligently with all parties to finalize its Letter of Credit, but are experiencing a roadblock. This has been hung up on both the NTIA and NRUFC due to the inclusion by NRUFC of non-substantive language, i.e. business days vs. calendar days. This has been going on for over 2 months to date and jeopardizes CVEC's release of funds if NTIA does not approve these revisions.**
2f. Provide any barriers to improving job quality experienced during this reporting period.	**CVEC is not aware of any barriers to improving job quality during this reporting period.**

C. INFRASTRUCTURE MILESTONE CATEGORIES AND PROJECT TIMELINE

INFRASTRUCTURE MILESTONE CATEGORIES AND PROJECT TIMELINE

Please use the chart below to provide the start date and end date of your project.

OVERALL PROJECT	PROJECT DURATION	3a. PROJECT START DATE	3b. PROJECT END DATE
	2 years	July 1, 2023	June 30, 2025

Please provide the duration for each milestone category of your project. The duration should be based on the start and end dates of each category. For example, if you expect to complete a particular milestone within two weeks, fill in the total days (14) in the duration field.

Please use the table provided to indicate your EXPECTED percentage of completion on a bi-annual basis for each year of your project. Year 1 begins with your award start date.

The percentage of completion should be based primarily on the expenditure of your project budget and should be reported cumulatively from award inception through the end of each semi-annual reporting period. For example, if you expect to complete a particular milestone within the first three periods of your project, the third period and all subsequent periods should state 100%.

Please write "0" in the duration field if your project does not include an activity. If necessary, please insert additional milestones at the end.

ANTICIPATED PROJECT MILESTONES				Year 1 Baseline		Year 2 Baseline		Year 3 Baseline		Year 4 Baseline		Year 5 Baseline	
3c. MILESTONE CATEGORIES	3d. DURATION (Days)	3e. START DATE	3f. END DATE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
Overall Project	730	July 1, 2023	June 30, 2025	1%	9	78%	100%	100%	100%	100%	100%	100%	100%
Environmental Assessment	457	July 1, 2023	March 31, 2024	5%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Network Design	547	October 1, 2023	March 31, 2024	0%	50%	78%	100%	100%	100%	100%	100%	100%	100%
Rights Of Way	365	October 1, 2023	September 30,2024	0%	25%	100%	100%	100%	100%	100%	100%	100%	100%
Construction Permits And Other Approvals	182	April 1, 2024	September 30, 2024	0%	0	78%	100%	100%	100%	100%	100%	100%	100%
Site Preparation	182	April 1, 2024	September 30, 2024	0%	0	100%	100%	100%	100%	100%	100%	100%	100%
Equipment Procurement	365	October 1, 2023	September 30,2024	0%	33%	100%	100%	100%	100%	100%	100%	100%	100%
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	364	April 1, 2024	March 31, 2025	0%	0 %	75%	100%	100%	100%	100%	100%	100%	100%
Equipment Deployment	365	October 1, 2024	June 30,2025	0%	25%	100%	100%	100%	100%	100%	100%	100%	100%
Network Testing	638	October 1, 2024	June 30, 2025	0%	3%	26%	100%	100%	100%	100%	100%	100%	100%
Status of Procurement													
Other (please specify):													

% OF PROJECT COMPLETION

Please use the table provided to indicate your ACTUAL percentage of completion on a bi-annual basis for each year of your project. Year 1 begins with your award start date.

The percentage of completion should be based primarily on the expenditure of your project budget and should be reported cumulatively from award inception through the end of each semi-annual reporting period. For example, if you expect to complete a particular milestone within the first three periods of your project, the third period and all subsequent periods should state 100%.

Please provide a brief description of the primary activities involved in meeting each milestone (a single description should be provided for each milestone, covering all periods in years one through N). Please write "N/A" if your project does not include an activity. If necessary, please insert additional milestones at the bottom of the chart. Please add additional milestones as applicable.

ACTUAL PROJECT MILESTONES		Year 1		Year 2		Year 3		Year 4		Year 5	
		Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
4a. MILESTONE	4b. DESCRIPTION	Actual Milestone Completion (Cumulative)									
Overall Project		1%									
Environmental Assessment	**Vendor selection completed, contract under review to begin work.**	5%									
Network Design		0%									
Rights Of Way		0%									
Construction Permits And Other Approvals		0%									
Site Preparation		0%									
Equipment Procurement		0%									
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)		0%									
Equipment Deployment		0%									
Network Testing		0%									
Status of Procurement		0%									
Other (please specify):		N/A									

Subrecipient and Subawards

List of Subrecipient(s) that received a subaward or subcontract from the eligible entity and a description of the specific project for which grant funds were provided.

Associate projects names to any subrecipient or subaward associated with grant, approved grant funds, and expenditures to date.

5a. Project Name	5b. Project Description	5c. Subrecipient	5d. Minority Business Enterprise (MBE)	5e. Women's Business Enterprise (WBE)	5f. Labor Surplus Area Firm	5g. Awarded Funds	5h. Expenditures to Date	5i. Remaining Grant Balance	5j. % of work complete
			Yes ☐	Yes ☐	Yes ☐				
			Yes ☐	Yes ☐	Yes ☐				
			Yes ☐	Yes ☐	Yes ☐				
			Yes ☐	Yes ☐	Yes ☐				

INFRASTRUCTURE BUDGET EXECUTION DETAILS

Please provide details below on your total budget and total fund expended to date for each budget element, including detailed disbursements of both matching funds approved and federal funds obligated from project inception through end of this reporting period. Figures should be reported cumulatively from award inception to the end of the applicable reporting period.

6a. Projected Budget Element	6b. Federal Funds	6c. Non-Federal Funds	6d. Total Project Budget	6e. Total Federal Funds Expended to Date	6f. Total Non-Federal Funds Expended to Date	6g. Total Funds Expended	6h. Percent of Federal Funding Expended to Date (Cumulative)
Administrative and legal expenses	$ [redacted]	$ [redacted]	$ [redacted]	$ [redacted]	$ [redacted]	$ [redacted]	100%
Land, structures, rights-of way, appraisals, etc.	$ [redacted]	$ [redacted]	$ [redacted]	$ -	$ -	$ -	0%
Relocation expenses and payments	$ -	$ -	$ -	$ -	$ -	$ -	0%
Architectural and engineering fees	$ [redacted]	$ [redacted]	$ [redacted]	$ [redacted]	$ [redacted]	$ [redacted]	1%
Other architectural and engineering fees	$ [redacted]	$ [redacted]	$ [redacted]	$ -		$ -	0%
Project inspection fees	$ -	$ -	$ -	$ -	$ -	$ -	0%
Site work	$ -	$ -	$ -	$ -	$ -	$ -	0%
Demolition and removal	$ -	$ -	$ -	$ -	$ -	$ -	0%
Construction	$ [redacted]	$ [redacted]	$ [redacted]	$ -	$ -	$ -	0%
Equipment	$ [redacted]	$ [redacted]	$ [redacted]	$ -	$ -	$ -	0%
Miscellaneous	$ -	$ [redacted]	$ [redacted]	$ -	$ -	$ -	0%
Subtotal	$ 3,276,667.98	$ 3,411,774.77	$ 6,688,442.75	$ [redacted]	$ [redacted]	$ [redacted]	1%
Contingencies	$ -	$ -	$ -	$ -	$ -	$ -	0%
Totals	$ 3,276,667.98	$ 3,411,774.77	$ 6,688,442.75	$ [redacted]	$ [redacted]	$ [redacted]	1%

E. COMMUNITY BENEFIT AGREEMENT

COMMUNITY BENEFIT AGREEMENT

As stated in the MM Grant Program NOFO a Community Benefit Agreement (CBA) is an agreement signed by community benefit groups and a developer, identifying the community benefits a developer agrees to deliver, in return for community support of the project.

Please use the fields below to state the Community Benefit Group and Developer Name and describe the activities in how this partnership has supported with the Middle Mile Infrastructure project (i.e. wage agreements, targeting hiring of apprentices and disadvantaged groups in labor marker, education and training opportunities, sub-contracting to local small business for construction, services, and supply chain needs).

Description of Community Agreement

7a. Community Benefit Group Name: Please provide the name of the Community Benefit Group

N/A

7b. Developer Name: Please provide the name of the Developer

N/A

7c. Community Benefit Group and Developer Partnership: Please describe in the space below the nature of the partnership and how the MM grant funds being used are assisting to provide community support for the infrastructure project.

N/A

F. CLIMATE RESILIENCE

CLIMATE RESILIENCE

Recipients must demonstrate that they have sufficiently accounted for current and future weather and climate related risks to new MM infrastructure projects. At present, weather and climate related risks to broadband networks include wildfires, extreme heat and cold, inland and coastal flooding, and the extreme winds produced by weather events such as tornadoes, hurricanes, and other weather events. Because retrofitted and new infrastructure for broadband might be expected to have a lifetime of 20 years or more, recipients must account not only for current risks but also for how the frequency, severity, and nature of these extreme events may plausibly evolve as our climate continues to change over the coming decades.

Climate Resiliency Risk Mitigation

This purpose of this section is for the recipient to demonstrate that they have sufficiently accounted for current and future weather and climate-related risks to new MM infrastructure projects. In particular, each recipient should demonstrate how they've addressed the known and identifiable risks of current and future projected weather and climate conditions through measures such as (but not limited to) choice of a technology platform suitable to the climate risk of the region, reliance on alternatives siting of facilities (i.e., underground construction where appropriate), retrofitting, or hardening of existing assets, and use of network redundancy to safeguard against threats to infrastructure.

8a. Were any geographic areas identified for **this reporting period** subject to an initial and/or updated hazard screening for future weather and climate related risk? If so, please provide **the date of the screening and provide related documentation as an attachment to this report.**

No

8b Climate Resilience Category	8c. Date of Most Recent Hazard Screening	8d. Name and Title of Representative Completing Most Recent Hazard Screening	8e. Date of Report Completion

8f. Identified Risk: For your MM project, what are the potential weather and climate hazards that may be most important to be addressed that could impact the resiliency of the middle mile infrastructure deployed (i.e. wildfires, extreme heat and cold, inland and coastal flooding, extreme winds: tornadoes, hurricanes and other weather events)?

In the state of Texas, there is a potential for extreme heat, tornados, ice storms, and severe thunderstorms. All are included in CVEC's disaster recovery plan to mitigate the risk of any potential issues with resiliency. CVEC closely monitors weather events and has included high-risk/high probability weather events in its disaster recovery plan, as well as contingencies for "black swan" events – major winter storms, or extreme flooding. Management revie

8g. Weather and Climate Hazards: Were any significant climate or weather hazards experienced during this reporting period (i.e., floods, tornados) impacting infrastructure buildout or service? Briefly describe how you monitored for weather and climate caused issues for the reliability of the system. If so, please provide the date of the disaster, location and backup documentation related (i.e., news articles).

There were no significant climate or weather hazards experienced in CVEC's service areas during this reporting period.

8h. Risks to Deployment of New Infrastructure: Has the team identified any risks impacting the deployment of new or repaired infrastructure due to current and future weather and climate-related threats during this reporting period?

To date no risks that would impact the deployment of new or repaired infrastructure for current or future weather events have raised concerns. CVEC closely monitors weather events and has included high-risk/high probability weather events in its disaster recovery plan, as well as contingencies for "black swan" events-major winter storms or extreme flooding.

8i. Risk Mitigation: How will the project avoid and/or mitigate the risk identified? If not applicable, please explain why.

CVEC seeks to mitigate impacts of potential weather events as follows:

- **W**inter Storm: Proposed electronics cabinets include DC power systems with backup battery systems capable of running a minimum of 8 hours in the event of a commercial power failure. The cabinets also have backup generator connections in the event of extended power outages.
- **H**ail: Proposed infrastructure equipment is to be in hardened cabinets designed to protect the electronics equipment from hail events. In the event of an extreme hail scenario that damages electronics equipment, CVEC maintains backup equipment to immediately replace damaged items to bring services back online.
- **T**ornado/Wind: In the event of a tornado damaging an electronics site, CVEC will review any damage and use spare materials to bring the damaged site back online. CVEC maintains spare construction materials including poles and has their own construction equipment/crews to repair damaged aerial line attached to their own pole line. CVEC also seeks to utilize wind dampers, as applicable, on aerial construction to minimize cable/strand fatigue caused by wind events.
- **F**looding: CVEC seeks to place new electronics cabinets in areas outside of identified flood plains to minimize the potential impact of flooding on the proposed equipment. Fiber will be constructed using both buried and aerial construction techniques which both use watertight splice cases that will not be impacted by flooding.
- **D**rought: Ongoing drought conditions will not impact the proposed electronics equipment or the fiber cable.
- **S**evere Thunderstorms: CVEC's proposed electronics equipment will be installed in environmentally controlled cabinets with DC power systems to provide backup power in the event of power failures. The cabinets also utilize grounding systems meeting NESC requirements to protect the equipment from lightning related power surges.

8j. Additional Information: Is there any additional information you would like to share during this reporting period that the grant team should be aware of regarding the management of sustainable climate resiliency for your MM project?

N/A

8k. Additional Resources
Has the team utilized the available resources to assist with mitigation and long-term planning efforts for this reporting period? If so, which resources?
2018 National Climate Assessment
NOAA's 2022 State Climate Summaries
NOAA Disaster and Risk Mapping Tool
NOAA's Storms Event Database
NOAA Climate Explorer and Digital Coast
FEMA National Risk Index
Consulted FEMA-approved Hazard Mitigation Plans prepared by states in which they propose to build middle mile infrastructure to help identify key risk and hazards

CVEC utilizes NOAA's 2022 State Climate Summaries as a resource to assist with mitigation and long-term planning efforts for this and future reporting periods.

G. Workforce

DAVIS-BACON ACT CERTIFICATION

For projects receiving over $5,000,000 (based on expected total cost), as determined by the U.S. Secretary of Labor by subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), all laborers and mechanics employed by contractors and subcontractors in the performance of such project are paid wages at rates not less than those prevailing.

Davis-Bacon Act Certification

9a. Does the recipient have access to the information requested (all laborers and mechanics employed by contractors and subcontractors in the performance of such project are paid wages at rates not less than those prevailing?)	**Yes** ☐	**No** ☐	

LOCAL HIRE PRIORITIZATION AND IMPACT

Local Hire Prioritization and Impact

Local hiring is a goal or requirement to hire people who live close to the place of work. This aim is often more specifically structured as a requirement for contractors awarded certain types of publicly funded projects to recruit a certain proportion of the people working on the project from a particular area. Please **provide all direct hires and contractors supporting** the MM Infrastructure project.

Please use the table below to describe how the project prioritizes local hiring.

Hires by Race, Ethnicity and Gender	Number of Hires																					
	Race/Ethnicity																					
	9b. Hispanic or Latino			9c. Non-Hispanic/Non-Latino																		Totals
				9c-1. Men						9c-2. Women						9c-3. X						
	9b-1. Men	9b-2. Women	9b-3. X	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	
Number of Local Direct Hires	0%	0%	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Number of Non-Local Direct Hires	0%	0%	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Percentage of Local Direct Hires on Award	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Number of Local Subcontractors	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Number of Non-Local Subcontractors	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Percentage of Local Subcontractors on Award	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

DAVIS-BACON WAGES

Davis-Bacon Act Wages

Please confirm if wages are at least prevailing*

*As stated in the MM NOFO as determined by the U.S. Secretary Labor in accordance with subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), for the corresponding classes of laborers and mechanics employed on projects of a character similar to the contract work in the civil subdivision of the State (or the District of Columbia) in which the work is to be performed.

10a. Are wage rates at least the Davis-Bacon prevailing wage for all laborers?	**Yes** ☐	**No** ☐	10c. Are wage rates at least the prevailing wage for all mechanics?	**Yes** ☐	**No** ☐
10b. Please cite your source of how this information was gathered (for 10a).			10d. Please cite your source of how this information was gathered (for 10c).		

10e. If you answered "No" to either 10a. or 10c., please provide an attachment reporting the wages and benefits of workers on the project by job classification, and whether those wages are less than the prevailing wage.

WORKFORCE DEMOGRAPHICS

Workforce Demographic Data

Jobs by Race, Ethnicity and Gender	Number of Jobs																					
	Race/Ethnicity																					
	11-a. Hispanic or Latino			11b. Non-Hispanic/Non-Latino																		Totals
				11b-1. Men						11b-2. Women						11b-3. X						
	11a-1. Men	11a-2. Women	11a-3. X	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	
Jobs Created	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Jobs Retained	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0

UNIONIZED WORKFORCE

12-a. Does this project include some workforce elements that are unionized?	**Yes** ☐	**No** ☐	12-c. Does your MM project utilize a project labor agreement?	**Yes** ☐	**No** ☐
12-b. Are workers provided access to union educators/organizers on employer property or during the work day?	**Yes** ☐	**No** ☐	12-d. Did workers receive additional information or training about their workplace rights in addition to already required notice postings?	**Yes** ☐	**No** ☐

H. Workforce Continuity Plan
National Labor Relations Act (29 U.S.C. 158 (f)

WORKFORCE CONTUNITY PLAN
NATIONAL LABOR RELATIONS ACT

As stated in the MM NOFO, if a recipient has not provided a certification that a project either will use a unionized project workforce or included a project labor agreement, meaning a pre-hire collective bargaining agreement consistent with section 8(f) of the National Labor Relations Act (29 U.S.C. 158 (f)), then the recipient must provide a project workforce continuity plan.

Workforce Continuity Plan

13a. Please describe the steps taken to ensure the project has ready access to a sufficient supply of appropriately skilled and unskilled labor to ensure construction is completed skillfully throughout the project's life (as required in Section III.B of the MM NOFO). As stated in the MM NOFO, the middle mile grant recipient is capable of carrying out the proposed project in a competent manner, including a plan to attract or retain an appropriate skilled and credentialed workforce.

For your MM project, please provide a brief description of efforts made to attract, train or retain a skilled and credentialed workforce.

Has the team offered any of the following resources to assist with maintaining a sufficient supply of appropriately skilled labor force for this reporting period? If so, which resources (please provide a brief description of any of the following that apply):
Professional Certifications
In-House Training
Registered Apprenticeships
Labor-Management Partnerships
Partnerships with entities like unions, community colleges, or community-based groups

All of CVEC's workforce is local. CVEC, Inc. is an Equal Employment Opportunity employer, actively committed to compliance with state, federal and local rights, and labor and employment laws. CVEC, Inc. has had a very low employee turnover due to its competitive salary plan and many employees have spent their entire careers at CVEC, Inc. due to the competitive pay, benefits, training, and working conditions. CVEC employees attend formal trainings each year though both in-house training and Professional Certification programs. CVEC, Inc. uses the National Rural Electric Cooperative Association (NRECA), Texas Electric Cooperatives (TEC). Further, technical employee's in its broadband division attend relevant trainings such as: Network Operations Training and Certification Programs as well as Certified Network Associate, Certified Network Professional, Certified Network Engineering as well as other relevant trainings associated with broadband builds and maintenance. Concho Valley Electrical Cooperative, Inc. (CVEC, Inc.) supports the development and use of highly skilled workforce in the area through its involvement in the career fair at San Angelo Central High School and with Lake View High School, which is bussed in to participate in the career fair. CVEC, Inc. uses the career fair as a way to get on the radar of graduating seniors and to promote coop jobs such as groundman, accounting, engineering and member services. For those that become employed, the company offers training sessions that include Network Operations trainings, certification programs, Outside Plant Engineering and Construction training. CVEC, Inc. anticipates engaging in providing project-based learning opportunities including providing education and training for elected representatives, managers, and employees so that they can contribute effectively to the development of the Cooperative and community.

CVEC, Inc. believes fundamentally in working for the sustainable development of its community. The company offers four $2,000 scholarships: two go to graduating high school seniors and the other two go to other students of higher-learning. These scholarships were established to provide financial assistance for qualified individuals seeking a college, trade school or university education. The company offers trainings to employees that include Network Operations trainings and certification programs and Outside Plant Engineering and Construction training and certification programs.

13b. Please describe below, the steps taken to minimize risks of labor disputes and disruptions that would jeopardize the timeliness and cost-effectiveness of completing the MM project.

CVEC, Inc. uses a bidding process to select contractors who will be responsible for the selection of the labor force. The bidders must include their wage scales, overtime payment practices, and safety protocols in their responses. CVEC Inc.'s agreements with the contractors include clauses for prevailing wages, non-discrimination, qualified workers, EEO, and training to ensure CVEC, Inc. and its contractors comply with federal and state law. CVEC, Inc. will conduct contractor audits to ensure federal and state compliance throughout the period of performance. CVEC, Inc. has had no other charges, complaints or violations of labor laws.

CVEC, Inc. has had very low employee turnover due to its competitive salary plan and many employees have spent their entire careers at CVEC, Inc. due to the competitive pay, benefits and working conditions. CVEC posts Employee Rights in each of its locations to ensure each employee has access and the steps to report labor disputes. New employees are trained by Human Resources on their rights associated with labor policies and all employees receive training on an annual basis. In addition, the CEO reviews CVEC's Sexual Harrassment and Whistleblower policy with all employees on an annual basis.

13c. Please describe below the steps to ensure a safe and healthy workplace that avoids delays and costs associated with workplace illnesses, injuries, and fatalities.

CVEC, Inc. has a safety committee and requires construction and technical workers to attend monthly safety meetings and obtain certifications for equipment installations, cable replacement, splicing, data, and databases, if available. Equipment installers receive training from the vendor, and CVEC Inc. encourages training for employees based on position and years of experience. Employees attend formal training each year based on their position.

13d. For your MM project, please provide a brief description below of efforts made to ensure a safe and healthy workplace.

Has the team offered any of the following resources to assist with maintaining a safe and healthy workplace for this reporting period? If so, which resources (please provide a brief description of any of the following that apply):
Safety Training
Certifications and/or Licensure Requirements for all relevant works (e.g., OSHA 10, OSHA 30, confined space, traffic control, or other training required of workers employed by contractors)
Issues raised by workplace safety committees and their resolutions

No training was held for this reporting period due to no personnel being assigned to the project at this time.

13e. Please provide the name(s) below of any subcontracted entities performing work on the project, and the total number of workers employed by each entity.

13e-1. Name of Subcontracted Entity Performing Work	13e-2. Total Number of Workers within this Subcontract	13e-3. Job Categories of Workers Supporting Project within this Subcontract
JSI Engineering, LLC	15	Engineering

13f. Please describe below the steps taken to ensure that workers on the project receive wages and benefits sufficient to secure an appropriately skilled workforce in the context of the local and regional labor market.

CVEC's contract with JSI Engineering, LLC requires that workers on the project are paid prevailing wages and receive fringe benefits that align with the local and regional labor markets.

I. ANCHOR INSTITUTIONS

ANCHOR INSTITUTIONS

Please provide Anchor Institution (AI) data for the current period only (not cumulative). Please add rows as needed.

14a. Anchor Institution Name	14b. Street Address	14c. City	14d. State	14e. Type of Anchor Institution	14f. Interconnection within 1,000 Feet of AI Enabling Gig Symmetrical Service	14g. Narrative Description of how the Anchor Institution may benefit from the Grant Funded Infrastructure

J. BROADBAND ACCESS KEY INDICATOR: SUBSCRIBERS AND SPEED

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED

Please use the following table to provide anticipated key indicators with the projected totals for each beneficiary category, access type and speed category for your infrastructure service or project. Except as indicated, information should be reported cumulatively from award inception through the end of the semi-annual period for Semi-Annual Indicators. Please write "N/A" if your project does not include this indicator.

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED		Year 1		Year 2		Year 3		Year 4		Year 5	
SUBSCRIBER TYPE	ACCESS TYPE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
15a. Anchor Institutions (AIs)	15a-1. Total number of AIs passed	0	0	0							
	15a-2. Number of AIs within 1,000 feet of the middle mile infrastructure	0	0	0							
	15a-3. Total number of AIs served	0	0	0							
	15a-4. AIs with new access	0	0	0							
	15a-5. AIs with improved access	0	0	0							
	15a-6. Total number of AIs served with speeds of at least 1/1Gbps	0	0	0							
15b. Broadband Wholesalers or Last Mile Providers	15b-1.Total number of broadband wholesalers or last mile providers served	0	0	0							
	15b-2. Broadband wholesalers or last mile providers with new access	0	0	0							
	15b-3. Broadband wholesalers or last mile providers with improved access	0	0	0							
	15b-4. Total number of broadband wholesalers or last mile providers offering speeds of at least 25/3 Mbps	0	0	0							
	15b-5. Total number of broadband wholesalers or last mile providers offering speeds of at least 100/20 Mbps	0	0	0							
	15b-6. Total number of broadband wholesalers or last mile providers offering speeds of at least 1/1 Gbps	0	0	0							

K. BROADBAND ACCESS KEY INDICATOR: NETWORK BUILD PROGRESS

NETWORK BUILD PROGRESS

Please use the following table to provide anticipated key indicators and progress of your Infrastructure project. Except as indicated, information should be reported cumulatively from award inception through the end of the semi-annual period. Please write "N/A" if your project does not include this indicator.

NETWORK BUILD PROGRESS	Year 1		Year 2		Year 3		Year 4		Year 5	
KEY INDICATOR	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
16a. Total of new fiber miles (aerial or buried)	0									
16b. Total of fiber miles leased	0									
16c. Total of existing fiber miles upgraded	0									
16d. Total of new microwave links	0									
16e. Total of new towers	0									
16f. Total of new interconnection points	0									
16g. Total of signed agreements with broadband wholesalers or last mile providers	0									
16h. Total of potential agreements (i.e., agreements currently being negotiated) with broadband wholesalers or last mile providers (This Total should NOT be reported cumulatively)	0									

L. QUANTIABLE METRICS

FIBER OPTIC BASED

Quantifiable Metrics - Section designed to assist with **reporting** and **audit** purpose to quantify how much progress was made and track the location of where the progress was made.

17a. Fiber Optic Based	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17a-1. Is the fiber a buried/aerial or undersea application?	Buried/Aerial									
17a-2. Number of strands deployed	0									
17a-3. Number of miles of buried fiber deployed	0									
17a-4. Number of miles of aerial fiber deployed	0									
17a-5. Estimated capacity of fiber (i.e. throughput)	0									
17a-6. Deployment cost per mile of buried fiber optics	0									
17a-7. Deployment cost per mile of aerial fiber optics	0									
17a-8. Total Spent on Buried Fiber Deployment this reporting period	0									
17a-9. Total Spent on Aerial Fiber Deployment this reporting period	0									
17a-10. Total spent on Fiber Deployment this reporting period	0									
17a-11. Please provide any additional information about the Fiber Optic deployment (200 words or less)										

17a-12. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the microwave nodes created during this reporting period.

MICROWAVE BASED

17b. Microwave Based	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17b-1. How many microwave nodes have been deployed?	0	0	0	0	0	0	0	0	0	0
17b-2. How many microwave nodes are operating for reporting period?	0	0	0	0	0	0	0	0	0	0
17b-3. Installation cost per microwavable node	0	0	0	0	0	0	0	0	0	0
17b-4. Number of new towers built to support microwave structure	0	0	0	0	0	0	0	0	0	0
17b-5. If applicable, what type of tower was constructed (a) Monopole (b) Self-Support, or (c) Guyed during this reporting period?										
17b-6. Average cost per tower installed	0	0	0	0	0	0	0	0	0	0
17b-7. Total spend on Tower deployment this reporting period	0	0	0	0	0	0	0	0	0	0
17b-8. Total spend on microwave deployment this reporting period	0	0	0	0	0	0	0	0	0	0
17b-9. If you answered "other" to question 5a.6 or if it is a combination of multiple types, please provide a detailed narrative description detailing what type of tower or what combination of towers is used for the project and the their associated costs. (200 words or less).										
17b-10. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for each new aerial fiber and buried fiber equipment installed during this reporting period.										

SATELLITE

17c. Satellite	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17c-1. What satellite provider is being used?	N/A									
17c-2. What is the estimated capacity of the satellite link (i.e. throughput)?	0									
17c-3. What is the associated cost to use this satellite service?	0									
17c-4. Please provide any additional information about the Satellite deployment (200 words or less)										
17c-5. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for each new aerial fiber and buried fiber equipment installed during this reporting period.										

CERTIFICATIONS

Certifications

18. Please provide certification evidencing compliance with Federal labor and employment laws along with the requirements of Infrastructure Investment and Jobs Act and Middle Mile Grant Program, for the bi-annual period for which this report is being filed.

I certify that Concho Valley Electric Cooperative, Inc. is in compliance with Federal labor and employment laws along with the requirements of the Infrastructure Investment and Jobs Act and Middle Mile Grant Program, for the bi-annual period for which this report is being filed.

19. Please provide certification evidencing compliance with the Build America, Buy America Act. The Build America, Buy America Act requires that all of the iron, steel, manufactured products (including but not limited to fiber-optic communications facilities), and construction materials used in the project or other eligible activities are produced in the United States unless a waiver is granted.

I certify that Concho Valley Electric Cooperative, Inc. is in compliance with the Build America, Buy America Act.

MM GRANT PROGRAM BI-ANNUAL REPORT CERTIFICATION

20. I certify to the best of knowledge and belief that this report is correct and complete for performance of activities for the purposes set forth in the award documents.

20a. Typed or Printed Name and Title of Authorized Certifying Official:	**20c. Telephone (area code, number and extension):**	[redacted]
Jonathan Cutrer - Director of Information Technology	**20d. Email Address:**	[redacted]
20b. Signature of Certifying Official:		
[redacted]	**20e. Date:**	