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** | ENMR TELEPHONE COOPERATIVE | **OMB Control No.** | OMB Control No. 0660-0052 |
| | | **Expiration Date** | Exp. Date: 2/28/2027 |

| **Middle Mile Grant Program Bi-Annual Performance Report** | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **A. GENERAL INFORMATION** | | | | | | | | |
| **1a. Recipient Organization:** | ENMR TELEPHONE COOPERATIVE | **1h. Award Identification Number:** | 35-40-MM273 | | | | | |
| **1b. Recipient Street Address:** | 7111 N PRINCE ST | **1i. Report Date (MM/DD/YYYY):** | 05/27/2025 | | | | | |
| **1c. City, State, and Zip Code:** | CLOVIS, New Mexico 88101-9730 | **1j. Final Report:** | **Yes** | | **No** | X | | |
| **1d. Unique Entity Identification (UEI) Number:** | JYEMCL45MGN9 | **1k. Report Period Start Date (MM/DD/YYYY):** | 10/01/2024 | | | | | |
| **1e. Award Start Date (MM/DD/YYYY):** | 07/01/2023 | **1l. Report Period End Date (MM/DD/YYYY):** | 03/31/2025 | | | | | |
| **1f. Award End Date (MM/DD/YYYY):** | 06/30/2028 | | | | | | | |
| **1g. Name of Person Completing Report:** | Launa Waller | | | | | | | |
| **B. PROJECT NARRATIVE** | | | | | | | | |
| Please use the section below to provide a project narrative of the project(s).<br>This section aims to help reviewers better understand what project is being proposed and steps taken to achieve this goal. | | | | | | | | |
| **2a. A brief description of the recipient's organization and scope of work/project priorities.** | ENMR Telephone Cooperative has been serving New Mexico and West Texas for over 70 years. It has been operating all aspects of its current middle mile network for over 10 years, including network operations, sales, construction, procurement, outside plant maintenance, and the support and care for middle mile and wholesale customers. | | | | | | | |

| | |
|---|---|
| **2b. An overview of the significant outputs and outcomes to be accomplished in the project.** | The project includes new fiber segments to improve redundancy, decrease latency, and upgrade transport electronics throughout Eastern New Mexico and West Texas. It creates critical alternate paths to increase reliability and resiliency and increase the bandwidth capacity for ENMR's entire middle mile network serving New Mexico and West Texas. The project consists of five new fiber segments (155.5 route miles), two dedicated dark fiber strands for a total of 2,250.84 route miles, and upgrades to 53 equipment locations, including 38 dense-wavelength division multiplexing (DWDM) interconnection nodes. |
| **2c. How would the project meet the recipient's business and/or administrative need(s)?** | The transport electronics upgrades involve a combination of dense wavelength division multiplexing (DWDM), reconfigurable optical add-drop multiplexer (ROADMs) nodes, and redundant routers, resulting in network capacity 20 times greater than the current equipment provides. Providing redundancy for the network and accommodating growth for future middle mile revenue. |
| **2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.** | During this time period, the equipment portion of the project was in the request for proposal (RFP) process. Due to the high interest from the equipment vendors, ENMR issued a large number of RFPs that required more than anticipated time to evaluate and rank. Before the end of this time period, ENMR invited a short list of the vendor to present their solution in the in person technical presentations. However, the final decision on the equipment vendors was not made. In the next period, ENMR expects to select the equipment vendors for both DWDM and router equipment and other equipment.<br><br>EA/OSP Key Accomplishments:<br>Environmental clearance process continues for the OSP portion of the project. The environmental consultant, SWCA, has completed all field work required for all projects except for Project #2. Consultant is in the process of preparing the report for Project #5 to submit to NTIA and SHPO by mid-May, 2025. |
| **2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).** | The project has generated higher-than-expected interest, with 10 of the largest vendors coming forward to offer their solutions. Furthermore, the complexity of designing such a large network led ENMR to develop three separate equipment RFPs to address the network's needs: one for DWDM equipment and two for router equipment. As a result, ENMR issued 20 RFPs to the vendors. This large number of RFPs resulted in a longer and more complex analysis and scoring process. Upon initial evaluation, ENMR reduced the list of vendors to three and invited them for in-person technical presentations to further address technical and operational questions. In the upcoming period, ENMR intends to make a final decision on the vendors and enter into contracts for the equipment purchase.<br><br>Our project faced significant delays due to both environmental and cultural surveys taking longer than expected. While we were aware the process would be involved, we had anticipated the assessments could be completed within a few months and didn't expect them to extend as long as they did. However, the surveys produced some unexpected results.<br><br>The environmental team discovered rare plant species, wetlands, and potential wildlife habitats, all requiring more in-depth studies and regulatory approvals. This caused the environmental surveys to extend well beyond our original timeline.<br><br>Simultaneously, cultural surveys also encountered delays. A local Indigenous community raised concerns about the project's impact on sacred lands, prompting additional consultations and archaeological assessments. These surveys were more complex than anticipated, requiring collaboration with cultural experts and careful documentation to ensure respect for local heritage. The process of obtaining permission and input from various stakeholders added several months to our timeline.<br><br>The combination of extended environmental and cultural assessments has delayed key permits and approvals, pushing our timeline further back. While the situation is frustrating, we recognize the importance of conducting thorough and respectful surveys. These delays ensure we are adhering to environmental and cultural regulations, ultimately contributing to a more sustainable and culturally sensitive project. Though the process is taking longer than we initially expected, we are now positioned to move forward with a more informed, responsible approach.<br>ENMR has opted to track milestone progress based on actual expenditures rather than effort. Since a substantial portion of the budget is allocated to equipment procurement and labor-intensive activities, the current emphasis on office-based tasks has resulted in lower expenditures to date. This approach may create a discrepancy between perceived progress, as reflected in spending, and actual progress achieved against project milestones. |
| **2f. Provide any barriers to improving job quality experienced during this reporting period.** | None/Not Applicable |

## C. 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 |
|---|---|---|---|
| | 1826 | 07/01/2023 | 06/30/2028 |

Please provide the start and end dates for each milestone category of your project. The duration is be based on the start and end dates of each category.

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%.

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

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** | 1734 | 2023-10-01 | 2028-06-30 | 0% | 2% | 4% | 6% | 24% | 42% | 70% | 81% | 93% | 100% |
| **Environmental Assessment** | 1004 | 2023-07-01 | 2026-03-31 | 5% | 25% | 40% | 65% | 90% | 100% | 100% | 100% | 100% | 100% |
| **Network Design** | 1826 | 2023-07-01 | 2028-06-30 | 5% | 22% | 37% | 51% | 65% | 75% | 80% | 86% | 92% | 100% |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Rights Of Way** | 182 | 2023-10-01 | 2024-03-31 | 0% | 10% | 20% | 35% | 50% | 65% | 80% | 100% | 100% | 100% |
| **Construction Permits And Other Approvals** | 1277 | 2023-10-01 | 2027-03-31 | 0% | 10% | 20% | 35% | 50% | 65% | 80% | 100% | 100% | 100% |
| **Site Preparation** | 364 | 2025-10-01 | 2026-09-30 | 0% | 0% | 0% | 25% | 50% | 75% | 100% | 100% | 100% | 100% |
| **Equipment Procurement** | 547 | 2025-04-01 | 2026-09-30 | 0% | 0% | 0% | 0% | 25% | 50% | 100% | 100% | 100% | 100% |
| **Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)** | 1186 | 2025-04-01 | 2028-06-30 | 0% | 0% | 0% | 0% | 15% | 30% | 45% | 65% | 90% | 100% |
| **Equipment Deployment** | 821 | 2026-04-01 | 2028-06-30 | 0% | 0% | 0% | 0% | 0% | 0% | 24% | 49% | 75% | 100% |
| **Network Testing** | 1186 | 2025-04-01 | 2028-06-30 | 0% | 0% | 0% | 0% | 1% | 4% | 19% | 35% | 57% | 100% |
| **Status of Procurement** | | | | 0% | 0% | % | % | % | % | % | % | % | % |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Other** | | | | 0% | 0% | % | % | % | % | % | % | % | % |

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).

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

Please write the number “0” 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** | Overall project percent complete | 0% | 0.23% | 0.56% | 1.25% | | | | | | |
| **Environmental Assessment** | Percentage of EA completed | 0% | 4.79% | 12.14% | 48.78% | | | | | | |
| **Network Design** | Percentage of network design completed | 0% | 1.95% | 5.66% | 17.28% | | | | | | |
| **Rights Of Way** | Percentage of Rights of Way completed. | 0% | 0% | 0.05% | 0.05% | | | | | | |
| **Construction Permits And Other Approvals** | Percentage of Construction Permits and Other Approvals completed | 0% | 0% | 0% | 0% | | | | | | |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Site Preparation** | Percentage of Site Preparation Completed | 0% | 0% | 0% | 0% | | | | | | |
| **Equipment Procurement** | Percentage of Equipment Procurement comnpleted | 0% | 0% | 0% | 0% | | | | | | |
| **Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)** | Percentage of Network Build completed | 0% | 0% | 0% | 0% | | | | | | |
| **Equipment Deployment** | Percentage of Equipment Deployment completed | 0% | 0% | 0% | 0% | | | | | | |
| **Network Testing** | Percentage of Network Testing completed | 0% | 0% | 0% | 0% | | | | | | |
| **Status of Procurement** | Percentage of Status of Procurement completed | 0% | 0% | 0% | 0% | | | | | | |
| **Other** | Percentage of Status of Procurement completed | 0% | 0% | 0% | 0% | | | | | | |

| **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.<br><br>Associate projects names to any subrecipient or subaward associated with grant, approved grant funds, and expenditures to date. |

| 5a. Project Name | Status | 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 |
|---|---|---|---|---|---|---|---|---|---|---|
| **ENMR NTIA 2022 Middle Mile Grant** | Active | Install a new high-capacity DWDM node to serve the less populated northern towns in New Mexico of Raton and Maxwell and strengthen customers' access to affordable, reliable, high-speed broadband services in the service area. Baca will provide 105.4 route miles of dark fiber, power, and space needed to support the network. | Baca Valley Telephone Company, Inc. | **false** | **true** | **false** | $0 | $0 | $0 | % |
| **ENMR NTIA 2022 Middle Mile Grant** | Active | Install a central office hut in Kermit, TX. Delcom will provide 517.27 route miles of dark fiber, power, and space needed to support the network. New fiber segments to improve redundancy, decrease latency, and upgrades to transport electronics. A new fiber segment from Jal, NM to Kermit, TX, complete in the fiver ring linking Kermit to Jal in the southern edge of the middle mile network. | Delcom, Inc. | **false** | **false** | **false** | $0 | $0 | $0 | % |

**D. 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) |
|---|---|---|---|---|---|---|---|
| **6a. Administrative and legal expenses** | $50,000.00 | $0.00 | $50,000.00 | $50,000.00 | $0.00 | $50,000.00 | 100% |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| **6a. Land, structures, rights-of way, appraisals, etc.** | $2,414,595.00 | $0.00 | $2,414,595.00 | $1,085.00 | $0.00 | $1,085.00 | 0% |
| **6a. Relocation expenses and payments** | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | N/A |
| **6a. Architectural and engineering fees** | $6,645,333.00 | $0.00 | $6,645,333.00 | $657,981.65 | $0.00 | $657,981.65 | 10% |
| **6a. Other architectural and engineering fees** | $1,171,119.00 | $0.00 | $1,171,119.00 | $571,270.64 | $0.00 | $571,270.64 | 49% |
| **6a. Project inspection fees** | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | N/A |
| **6a. Site work** | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | N/A |
| **6a. Demolition and removal** | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | N/A |
| **6a. Construction** | $18,816,327.00 | $0.00 | $18,816,327.00 | $0.00 | $0.00 | $0.00 | 0% |
| **6a. Equipment** | $20,761,250.00 | $52,486,434.00 | $73,247,684.00 | $0.00 | $385,000.00 | $385,000.00 | 0% |
| **6a. Miscellaneous** | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 | N/A |
| **6a. Subtotal** | $49,858,624.00 | $52,486,434.00 | $102,345,058.00 | $1,280,337.29 | $385,000.00 | $1,665,337.29 | 3% |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| **6a. Contingencies** | $0.00 | $3,445.00 | $3,445.00 | $0.00 | $0.00 | $0.00 | N/A |
| **6a. Totals** | $49,858,624.00 | $52,489,879.00 | $102,348,503.00 | $1,280,337.29 | $385,000.00 | $1,665,337.29 | 3% |

**E. 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 | These questions were answered via file upload.<br>**Number of Community Agreements:** 0<br>**File(s) Uploaded with Responses:** |
| **7b. Developer Name:** Please provide the name of the Developer. | |
| **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. | |

**F. 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 |
|---|---|---|---|

No files uploaded for Hazard Screening.

**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)?

ENMR mitigates the impacts of potential weather events as follows: (1)Winter Storms: Hut locations include DC power systems with backup battery systems capable of running at least 8 hours during a commercial power failure. Central offices (COs) have backup power generators onsite for use during power outages. (2)Hail: Transport electronics are installed in existing COs, new prefabricated shelters are designed to protect the electronics equipment from hail events. In an extreme hail scenario that damages electronics equipment, ENMR maintains backup equipment to replace damaged items and immediately bring services back online. (3)Tornado or Wind: If a tornado damages an electronics site, ENMR will review any damage and use spare materials to bring the damaged items back online. ENMR mitigates any tornado/wind impact on the proposed fiber construction by burying all proposed cable. (4)Flooding: New electronics huts are placed in areas outside of identified flood plains to minimize the potential impact of flooding. Fiber is constructed using buried techniques and watertight splice cases that will not be impacted by flooding. (5)Drought: Ongoing drought conditions will not impact the proposed electronics equipment or the fiber cable. (6) Severe Thunderstorms: Electronics equipment is

installed in environmentally controlled huts with DC power systems to provide backup power during power failures. The huts also use grounding systems, meeting the NESC requirements to protect the equipment from lightning-related power surges. ENMR 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.

**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).

No

ENMR actively monitors weather risks through weekly participation in Special Weather Briefings hosted by the National Weather Service (Albuquerque office), attended by the Safety Supervisor and shared across the operations team. In the event of a severe weather event, the NWS holds daily briefings leading up to and during the event, which ENMR also participates in. Additionally, a dedicated large-format screen in ENMR's Network Operations Center (NOC) always displays real-time weather data. The NOC provides 24/7/365 monitoring of all network systems, including alerts for power outages, fiber cuts, and other critical telemetry during weather events.

**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?

No

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

N/A.

**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?

No

**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

No

| G. Workforce |
|---|
| 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 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?) | No |

**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 Sex | Number of Hires | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Race/Ethnicity | | | | | | | | | | | | | | | | | | | |
| | 9b. Hispanic or Latino | | | 9c. Non-Hispanic/Non-Latino | | | | | | | | | | | | | | | | Totals |
| | | | | 9c-1. Men | | | | | | 9c-2. Women | | | | | | | | | | |
| | 9b-1. Men | 9b-2. Women | | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | 0 |
| Number of Non-Local Direct Hires | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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% | | | | | | |
| Number of Local Subcontractors | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | 0 |
| Number of Non-Local Subcontractors | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | 0 |
| Percentage of Local Subcontractors on Award | 0% | 0% | | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | | | | | | |

| 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? | No |
| 10b. Please cite your source of how this information was gathered (for 10a). | No hires to date. |
| 10c. Are wage rates at least the prevailing wage for all mechanics? | No |
| 10d. Please cite your source of how this information was gathered (for 10c). | No hires to date. |
| 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 Demographic Data | | | | | |
|---|---|---|---|---|---|
| Jobs by Race, Ethnicity and Sex | Number of Jobs | | | | |
| | Race/Ethnicity | | | | |
| | 11-a. Hispanic or Latino | 11b. Non-Hispanic/Non-Latino | | | Totals |
| | | 11b-1. Men | 11b-2. Women | | |

| Workforce Demographic Data | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 11a-1. Men | 11a-2. Women | | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | 0 |
| **Jobs Retained** | 0 | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | 0 |

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

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

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. |
| ENMR is an equal-opportunity employer that strives to recruit locally whenever possible and has a workforce that is 98.5% local. ENMR supports developing and using a highly skilled workforce in the area through its involvement in career fairs, such as those offered at Clovis Community College, and by hosting interns through the Curry County Summer Internship Program, Clovis Community College, and Eastern New Mexico University. These interns serve in accounting, information services, and network operations. An ENMR employee serves on the Eastern Area Workforce Development Board (EAWDB). The mission of the EAWDB is to identify workforce needs and opportunities and guide the development of training programs and services to meet those needs. Construction employees are provided with training to receive a Commercial Driver License (CDL). Install technicians receive training to get their state-issued ES7J journeyman's licenses. Employees are encouraged to pursue degrees and certifications related to their fields, and ENMR provides tuition reimbursement for related college courses. Technicians and engineers attend periodic training on software, test, and measurement equipment to maintain the network. Network operations employees can obtain Cisco certification paid for by the company. ENMR also provides higher education scholarships and grants to those in the ENMR service area. |
| For your MM project, please provide a brief description of efforts made to attract, train or retain a skilled and credentialed workforce. |
| During this reporting period, ENMR supported workforce development by providing tuition reimbursement to two employees pursuing relevant credentials and by funding licensure for two additional employees who earned ES7J journeyman licenses. |
| 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):<br>Professional Certifications<br>In-House Training<br>Registered Apprenticeships<br>Labor-Management Partnerships<br>Partnerships with entities like unions, community colleges, or community-based groups |
| N/A – The MM project remains in the pre-construction phase. No staff or contractors have been hired to perform field work during this reporting period. |
| 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. |
| N/A – ENMR is a non-union employer, and there is no organized labor groups involved in the MM project. |
| 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. |
| To ensure a safe and healthy workplace and minimize delays and costs associated with workplace illnesses, injuries, and fatalities, ENMR provides mandatory safety training to all new hires, with periodic refreshers based on position and job duties.<br>Additionally, ENMR offers a range of health and wellness resources to support employee well-being and reduce health-related absences. These include Teladoc access, online physical therapy for musculoskeletal health, Fitness on Demand, diabetes and hypertension lifestyle coaching, weight management support, and family wellness programs.<br>All employees also have access to a confidential Employee Assistance Program (EAP) to address mental health and personal challenges that could affect attendance or performance.<br>These measures contribute to a safer, healthier workforce and help mitigate disruptions to operations. |

| |
|---|
| 13d. For your MM project, please provide a brief description below of efforts made to ensure a safe and healthy workplace. |
| N/A – No construction or field work has begun. Current activities are limited to planning and coordination with consultants. |
| 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):<br>Safety Training<br>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)<br>Issues raised by workplace safety committees and their resolutions |
| To attract qualified candidates, ENMR also participated in four job fairs: the NM Workforce Connection Job Fair, Texico Schools Career Fair, Cannon Air Force Base Career Fair, and Clovis Community College Career Fair.<br>These efforts reflect our commitment to attracting, training, and retaining a skilled and credentialed workforce for the MM project and beyond. |

| **Subcontracted Entities Information** |
|---|
| 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. |
| 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.<br>Name of Subcontracted Entity Performing Work | Status | 13e-2.<br>Total Number of Workers within this Subcontract | 13e-3.<br>Job Categories of Workers Supporting Project within this Subcontract |
|---|---|---|---|
| JSI Engineering, LLC | Active | 15 | Engineer, OSP Personnel, Project Specialist, Technician, Network Specialist, CAD Operator, Administration/Clerical |
| SWCA Environmental Consultants | Active | 57 | Environmental Resources Specialist, Planning Specialist, GIS/CADD Specialist, Cultural Resources Specialist, Technical Writing/Editing Specialist |

| |
|---|
| 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. |
| N/A |

| **I. ANCHOR INSTITUTIONS** |
|---|

| Please provide Anchor Institution (AI) data for the current period only (not cumulative). Please add rows as needed. | |
|---|---|
| **14a. Anchor Institution Name** | These questions were answered via file upload.<br>**File Uploaded with Responses:** 2025.04.30 Anchor Institutions.xlsx |
| **14b. Street Address** | |
| **14c. City** | |
| **14d. State** | |
| **14e. Type of Anchor Institution** | |
| **14f. Interconnection with 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**

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 bi-annual period for Bi-Annual Indicators. Please write the number "0" if your project does not include this indicator.

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

| PROJECTED NUMBER OF SUBSCRIBERS AND SPEED | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | |
|---|---|---|---|---|---|---|---|---|---|---|
| **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 | 0 | | | | | | |
| **15a-2 Number of AIs within 1,000 feet of the middle mile infrastructure** | 0 | 0 | 0 | 0 | | | | | | |
| **15a-3. Total number of AIs served** | 0 | 0 | 0 | 0 | | | | | | |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **15a-4. AIs with new access** | 0 | 0 | 0 | 0 | | | | | | |
| **15a-5. AIs with improved access** | 0 | 0 | 0 | 0 | | | | | | |
| **15a-6. Total number of AIs served with speeds of at least 1/1Gbps** | 0 | 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 | 0 | | | | | | |
| **15b-2 Broadband wholesalers or last mile providers with new access** | 0 | 0 | 0 | 0 | | | | | | |
| **15b-3. Broadband wholesalers or last mile providers with improved access** | 0 | 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 | 0 | | | | | | |
| **15b-5. Total number of broadband wholesalers or last mile providers offering speeds of at least 100/20 Mbps** | 0 | 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 | 0 | | | | | | |

**K. BROADBAND ACCESS KEY INDICATOR: 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 bi-annual period. Please write the number "0" if your project does not include this indicator.

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

| 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 | 0 | 0 | 0 | | | | | | |
| **16b. Total of fiber miles leased** | 0 | 0 | 0 | 0 | | | | | | |
| **16c. Total of existing fiber miles upgraded** | 0 | 0 | 0 | 0 | | | | | | |
| **16d. Total number of new microwave links** | 0 | 0 | 0 | 0 | | | | | | |
| **16e. Total number of new towers** | 0 | 0 | 0 | 0 | | | | | | |
| **16f. Total number of new interconnection points** | 0 | 0 | 0 | 0 | | | | | | |
| **16g. Total number of signed agreements with broadband wholesalers or last mile providers** | 0 | 0 | 0 | 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 | 0 | 0 | 0 | | | | | | |

**L. QUANTIFIABLE METRICS**

**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.

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

| **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?** | n/a | n/a | NA | buried/aerial | | | | | | |
| **17a-2. Number of strands deployed** | 0 | 0 | 0 | 0 | | | | | | |
| **17a-3. Number of miles of buried fiber deployed** | 0 | 0 | 0 | 0 | | | | | | |
| **17a-4. Number of miles of aerial fiber deployed** | 0 | 0 | 0 | 0 | | | | | | |
| **17a-5. Estimated capacity of fiber (i.e. throughput)** | 0 | 0 | 0 | 0 | | | | | | |
| **17a-6. Deployment cost per mile of buried fiber optics** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |
| **17a-7. Deployment cost per mile of aerial fiber optics** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |
| **17a-8. Total Spent on Buried Fiber Deployment this reporting period** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |
| **17a-9. Total Spent on Aerial Fiber Deployment this reporting period** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |
| **17a-10. Total spent on Fiber Deployment this reporting period** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |
| **17a. Fiber Optic Based ***, Long Text Responses and File Uploads** | | | | | | | | | | |
| **Current Period (Year 2, Period 2)** | | | | | | | | | | |
| **17a-11. Please provide any additional information about the Fiber Optic deployment (200 words or less)** | N/A | | | | | | | | | |
| **17a-12. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the new aerial fiber and buried fiber equipment installed during this reporting period.** | | | | | | | | | | |

| 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 | | | | | | |
| **17b-2. How many microwave nodes are operating for reporting period?** | 0 | 0 | 0 | 0 | | | | | | |
| **17b-3. Installation cost per microwavable node** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |
| **17b-4. Number of new towers built to support microwave structure** | 0 | 0 | 0 | 0 | | | | | | |
| **17b-5. If applicable, what type of tower was constructed (a) Monopole (b) Self-Support, (c) Guyed, or (d) Other during this reporting period?** | N/A | N/A | N/A | N/A | | | | | | |
| **17b-6. Average cost per tower installed** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |
| **17b-7. Total spend on Tower deployment this reporting period** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |
| **17b-8. Total spend on microwave deployment this reporting period** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |

| 17b. Microwave ***, Long Text Responses and File Uploads | |
|---|---|
| **Current Period (Year 2, Period 2)** | |
| **17b-9. If you answered "Other" to question 17b-5 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 associated costs. (200 words or less).** | N/A |
| **17b-10. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the microwave nodes created during this reporting period.** | |

| 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 | n/a | N/A | N/A | | | | | | |
| **17c-2. What is the estimated capacity of the satellite link (i.e. throughput)?** | 0 | 0 | 0 | 0 | | | | | | |
| **17c-3. What is the associated cost to use this satellite service?** | $0.00 | $0.00 | $0.00 | $0.00 | | | | | | |

| 17c. Satellite ***, Long Text Responses and File Uploads | |
|---|---|
| **Current Period (Year 2, Period 2)** | |
| **17c-4. Please provide any additional information about the Satellite deployment (200 words or less)** | N/A |
| **17c-5. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the satellite network accessed during this reporting period.** | |

| 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. |
| N/A. There have been no hires this reporting period. |
| 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. |
| N/A. There have been no purchases this reporting period.<br><br>**File Uploaded:** 2025.04.30 MMG Inventory Report_01.24.24 OCC FINAL.xlsx, 2025.04.30 MMG Inventory Report_01.24.24 OCC FINAL.xlsx |

| | |
|---|---|
| **20. I certify to the best of my 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:** | Launa Waller |
| **20b. Signature of Certifying Official:** | Launa Waller |
| **20c. Telephone (area code, number and extension):** | 5753894211 |
| **20d. Email Address:** | lwaller@plateautel.com |
| **20e. Date:** | 05/27/2025 |