

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):	11/24/2025	
1c. City, State, and Zip Code:	CLOVIS, New Mexico 88101-9730	1j. Final Report:	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
1d. Unique Entity Identification (UEI) Number:	JYEMCL45MGN9	1k. Report Period Start Date (MM/DD/YYYY):	04/01/2025	
1e. Award Start Date (MM/DD/YYYY):	07/01/2023	1l. Report Period End Date (MM/DD/YYYY):	09/30/2025	
1f. Award End Date (MM/DD/YYYY):	06/30/2028			
1g. Name of Person Completing Report:	Launa Waller			
B. PROJECT NARRATIVE				
<p>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.</p>				
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.	<p>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.</p>
2c. How would the project meet the recipient's business and/or administrative need(s)?	<p>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.</p>
2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.	<p>During this reporting period, the MM Infrastructure Project achieved a significant milestone with the approval of the Environmental Clearance for Project 6 (Kermit-Jal) and Project 3 (Edgewood) independent utilities. Following this approval, ENMR has continued progress on permitting and right-of-way (ROW) activities and preparing the final low-level design for Projects 6 and 3 to ensure construction readiness and compliance with all jurisdictional requirements. Environmental analysis reports were in progress for Projects 5 and 4. Environmental field work for Project 2 was completed with report preparation in progress.</p> <p>In parallel, ENMR finalized the procurement of the new facility previously designated San Antonito, now renamed Cedar Creek. Site preparation activities have commenced, including groundwork for the building and installation of auxiliary infrastructure systems such as power distribution, batteries, and backup generators.</p> <p>Additionally, vendor selection for the DWDM and router platforms has been completed. ENMR has since initiated coordination with selected vendors to finalize equipment orders, schedule preliminary site surveys, and plan early-stage installation activities. These steps establish the foundation for upcoming deployment and integration of the optical transport and routing systems across the project footprint.</p> <p>Overall, this reporting period represents a critical transition from planning and regulatory preparation to active implementation and build readiness for the MM Infrastructure Project.</p>
2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).	<p>During this reporting period, the MM Infrastructure Project encountered several challenges that affected overall progress and schedule advancement. The contract negotiation process between ENMR and the selected DWDM and router vendors proved to be more time-consuming than initially anticipated. Due to the size and complexity of the project, these agreements involved a large number of technical components and contractual details that required extensive review and coordination. Additional delays arose during the scheduling of required site surveys, which demanded participation from multiple parties including ENMR, JSI, the project engineer, and vendor representatives. Coordinating availability among all stakeholders extended the timeline for initiating pre-installation activities.</p> <p>At the same time, the project experienced significant delays related to environmental and cultural assessments. While it was understood that these reviews would be detailed, the actual duration extended well beyond initial expectations. The environmental survey identified rare plant species, wetlands, and potential wildlife habitats, each requiring further study and regulatory clearance. In parallel, Project 2 crosses a portion of the Sevilleta Wildlife Refuge requiring coordination with the Refuge and the Santa Fe Indian School to determine next steps to take in the environmental clearance process. This necessitated additional consultations, archaeological evaluations, and collaboration with cultural experts to ensure the project proceeded in a manner that was respectful of local heritage and compliant with preservation requirements. These extended reviews delayed the completion and submission of environmental reports, thereby impacting the construction schedule.</p> <p>ENMR also continued to monitor project progress based on actual expenditures rather than level of effort. Because a substantial portion of project costs are associated with future equipment procurement and field activities, the current focus on administrative, environmental, and preparatory tasks has resulted in lower expenditures during this period. While this accounting approach can make current progress appear slower, it provides a more accurate reflection of financial alignment and readiness for the subsequent construction phases.</p> <p>Although these factors collectively contributed to delays in project advancement, they have ultimately reinforced the project's foundation by ensuring</p>

	compliance with environmental and cultural regulations, promoting sustainability, and upholding community engagement standards. With these critical steps completed, the project is now positioned to proceed with greater certainty and long-term viability.
2f. Provide any barriers to improving job quality experienced during this reporting period.	N/A

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								
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	Ongoing EHP compliance, equipment and OSP engineering, and ROW activities	0%	0.23%	0.56%	1.25%	2.8%					
Environmental Assessment	Ongoing consultant activities for Projects 2, 4, and 5.	0%	4.79%	12.14%	48.78%	78.03%					

Network Design	Ongoing equipment procurement and deployment related activities	0%	1.95%	5.66%	17.28%	23.11%					
Rights Of Way	Ongoing ROW activites Project 6	0%	0%	0.05%	0.05%	0.25%					
Construction Permits And Other Approvals	In process	0%	0%	0%	0%	0%					
Site Preparation	Pending	0%	0%	0%	0%	0%					
Equipment Procurement	In process. RFP process complete, contracts signed, POs in process	0%	0%	0%	0%	0%					
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	In process	0%	0%	0%	0%	0%					
Equipment Deployment	In process	0%	0%	0%	0%	0%					
Network Testing	Pending	0%	0%	0%	0%	0%					
Status of Procurement	In process	0%	0%	0%	0%	0%					
Other	NA	0%	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

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. Minorit y Busines s Enterpri se (MBE)	5e. Women' s Busines s Enterpri se (WBE)	5f. Labor Surplus Area Firm	5g. Awarde d Funds	5h. Expendi tures to Date	5i. Remaini ng Grant Balance	5j. % of work complet e
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 fiber 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	\$5,076.55	\$0.00	\$5,076.55	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	\$911,501.47	\$0.00	\$911,501.47	14%
6a. Other architectural and engineering fees	\$1,171,119.00	\$0.00	\$1,171,119.00	\$913,771.70	\$0.00	\$913,771.70	78%
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	\$990,500.00	\$990,500.00	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	\$1,880,349.72	\$990,500.00	\$2,870,849.72	4%
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	\$1,880,349.72	\$990,500.00	\$2,870,849.72	4%

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 market, 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

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.

These questions were answered via file upload.

Number of Community Agreements: 0

File(s) Uploaded with Responses:

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. Wome n		White	Black or African America n	Native Hawaii an or Pacific Islande r	Asian	Native Americ an or Alaska Native	Two or More Races	White	Black or African America n	Native Hawaiiia n or Pacific Islander	Asian	Native America n 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		
	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 has ensured access to skilled and unskilled labor for the Middle Mile construction project by leveraging its established, predominantly local workforce and strong vendor relationships. ENMR works with experienced regional construction contractors and maintains ongoing engagement with local labor resources to ensure availability throughout the project. These partnerships, combined with internal training programs and local hiring efforts, help ensure the project has ready access to appropriately skilled personnel as work progresses.

ENMR is an equal-opportunity employer that strives to recruit locally whenever possible and currently maintains a workforce that is 98.5% local. ENMR supports developing and maintaining a highly skilled workforce 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, helping sustain a local pipeline of qualified employees.

An ENMR employee serves on the Eastern Area Workforce Development Board (EAWDB), whose mission is to identify workforce needs and guide the development of training programs and services to meet those needs. Construction employees receive training to obtain Commercial Driver Licenses (CDLs), and install technicians are trained to receive 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, and network operations employees can obtain vendor certifications paid for by the company. ENMR also provides higher-education scholarships and grants to those in the ENMR service area, helping ensure a sustained and capable workforce throughout the project's life.

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

During the reporting period, ENMR continued efforts to attract, train, and retain a skilled workforce to support the Middle Mile project. The company provided tuition reimbursement to two employees for job-related coursework and supported ongoing professional development. ENMR also hosted two high school students as summer interns through the Curry County Summer Internship Program, providing early exposure to telecommunications career pathways. In addition, ENMR participated in the Clovis Young Adults Career Fair on April 30, 2025, to engage potential future employees and promote local workforce development.

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

N/A – No construction or field work has begun. Current activities are limited to planning and coordination with consultants.

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.

ENMR ensures a safe and healthy workplace through comprehensive safety training and employee wellness initiatives designed to prevent workplace illnesses and injuries and minimize associated delays or costs. All new hires receive mandatory safety training, with periodic refresher courses based on position and job duties. ENMR also offers a range of health and wellness resources to support employee well-being, including Teladoc access, online physical therapy for musculoskeletal health, Fitness on Demand, diabetes and hypertension lifestyle coaching, weight management support, and family wellness programs. In addition, all employees have access to a confidential Employee Assistance Program (EAP) to address mental health and personal challenges that could affect attendance or performance. Together, these measures promote a safe, healthy, and productive workforce and help ensure continuity of operations for the Middle Mile project.

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):

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

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.

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. Name of Subcontracted Entity Performing Work	Status	13e-2. Total Number of Workers within this Subcontract	13e-3. 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
Ciena, Communications, Inc.	Active	10	VP Sales, Account Director, Account Manager, Solutions Sales, Account Sales Engineer, Commercial Manager Analyst, Corporate Counsel, Director, Commercial Management, Director, Field Services, Project Manager, Field Services, Senior Manager, Field Service Project Management
Ringgold Telephone Company/Arista	Active	5	Account Manager, Systems Engineer, VP Carrier Solutions, VP Network Operations, Network Operations Manager
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	
14b. Street Address	
14c. City	
14d. State	These questions were answered via file upload. File Uploaded with Responses: 2025.09.30 Anchor Institutions.xlsx
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						
15a. Anchor Institutions (AIs)***										
15a-1. Total Number of AIs passed	0	0	0	0	0					
15a-2 Number of AIs within 1,000 feet of the middle mile infrastructure	0	0	0	0	0					
15a-3. Total number of AIs served	0	0	0	0	0					
15a-4. AIs with new access	0	0	0	0	0					
15a-5. AIs with improved access	0	0	0	0	0					
15a-6. Total number of AIs served with speeds of at least 1/1Gbps	0	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	0					
15b-2 Broadband wholesalers or last mile providers with new access	0	0	0	0	0					
15b-3. Broadband wholesalers or last mile providers with improved access	0	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	0					

15b-5. Total number of broadband wholesalers or last mile providers offering speeds of at least 100/20 Mbps	0	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	0					

K. BROADBAND ACCESS KEY INDICATOR: NETWORK BUILD PROGRESS										
NETWORK BUILD PROGRESS***	Year 1		Year 2		Year 3		Year 4		Year 5	
	KEY INDICATOR	Period 1	Period 2	Period 1						
16a. Total of new fiber miles (aerial or buried)	0	0	0	0	0					
16b. Total of fiber miles leased	0	0	0	0	0					
16c. Total of existing fiber miles upgraded	0	0	0	0	0					
16d. Total number of new microwave links	0	0	0	0	0					
16e. Total number of new towers	0	0	0	0	0					
16f. Total number of new interconnection points	0	0	0	0	0					

16g. Total number of signed agreements with broadband wholesalers or last mile providers	0	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	0					

L. QUANTIFIABLE METRICS										
17a. Fiber Optic Based ***	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2								
17a-1. Is the fiber a buried/aerial or undersea application?	n/a	n/a	NA	buried/aerial	buried/aerial					
17a-2. Number of strands deployed	0	0	0	0	0					
17a-3. Number of miles of buried fiber deployed	0	0	0	0	0					
17a-4. Number of miles of aerial fiber deployed	0	0	0	0	0					
17a-5. Estimated capacity of fiber (i.e. throughput)	0	0	0	0	0					
17a-6. Deployment cost per mile of buried fiber optics	\$0.00	\$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	\$0.00					
17a-8. Total Spent on Buried Fiber Deployment this reporting period	\$0.00	\$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	\$0.00					
17a-10. Total spent on Fiber Deployment this reporting period	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00					
17a. Fiber Optic Based ***, Long Text Responses and File Uploads										
Current Period (Year 3, Period 1)										
17a-11. Please provide any additional information about the Fiber Optic deployment (200 words or less)	N/A – The MM project remains in the pre-construction phase.									
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								
17b-1. How many microwave nodes have been deployed?	0	0	0	0	0					
17b-2. How many microwave nodes are operating for reporting period?	0	0	0	0	0					
17b-3. Installation cost per microwavable node	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00					
17b-4. Number of new towers built to support microwave structure	0	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	N/A					
17b-6. Average cost per tower installed	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00					

17c. Satellite ***	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2								
17c-1. What satellite provider is being used?	n/a	n/a	N/A	N/A	0					
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	\$0.00					

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 – No construction, field work, or other labor subject to federal labor and employment compliance requirements has occurred during this reporting period. Current activities are limited to planning and coordination performed by existing ENMR staff not compensated with grant funds.

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. No materials, products, or construction components have been purchased during this reporting period.

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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:	11/24/2025