

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.

<b>RECIPIENT NAME</b>	CONCHO VALLEY ELECTRIC COOPERATIVE, INC.	<b>OMB Control No.</b>	OMB Control No. 0660-0052
		<b>Expiration Date</b>	Exp. Date: 2/28/2027

Middle Mile Grant Program Bi-Annual Performance Report				
A. GENERAL INFORMATION				
<b>1a. Recipient Organization:</b>	CONCHO VALLEY ELECTRIC COOPERATIVE, INC.	<b>1h. Award Identification Number:</b>	48-40-MM978	
<b>1b. Recipient Street Address:</b>	2530 PULLIAM ST	<b>1i. Report Date (MM/DD/YYYY):</b>	05/29/2026	
<b>1c. City, State, and Zip Code:</b>	SAN ANGELO, Texas 76905-4401	<b>1j. Final Report:</b>	<b>Yes</b>	<b>No</b> <input checked="" type="checkbox"/>
<b>1d. Unique Entity Identification (UEI) Number:</b>	X6HDKZFKN7M9	<b>1k. Report Period Start Date (MM/DD/YYYY):</b>	10/01/2025	
<b>1e. Award Start Date (MM/DD/YYYY):</b>	07/01/2023	<b>1l. Report Period End Date (MM/DD/YYYY):</b>	03/31/2026	
<b>1f. Award End Date (MM/DD/YYYY):</b>	06/30/2026			
<b>1g. Name of Person Completing Report:</b>	Jonathan Cutrer			
B. PROJECT NARRATIVE				
Please use the section below to provide a project narrative of the project(s). This section aims to help reviewers better understand what project is being proposed and steps taken to achieve this goal.				
<b>2a. A brief description of the recipient's organization and scope of work/project priorities.</b>	Concho Valley Electric Cooperative, Inc. (CVEC) is a rural electric cooperative serving Tom Green, Coke, Concho, Sterling, and Irion counties in West Texas. CVEC was established in 1940 and today operates 4,371 miles of energized miles. As a recipient of NTIA's Middle-Mile award, CVEC's overall initiative during this three-year performance period is to provide a world class fiber-to-the-home broadband connection to all of their 8,273 rural electric cooperative members spanning the five counties listed above in rural Texas. CVEC has designed new routes to add bandwidth to and extend middle-mile			

	service to the five rural communities, as well as the small rural communities of Robert Lee and Bronte. To date, these communities have been overlooked by other carriers as too small or too remote to invest in.
<b>2b. An overview of the significant outputs and outcomes to be accomplished in the project.</b>	CVEC has designed 89.9 miles of new fiber routes to add bandwidth and extend middle-mile service from San Angelo Metropolitan area in urban Tom Green County to several rural communities in rural Tom Green and Coke counties. CVEC's proposed routes will enable last-mile translations from DSL, fixed wireless, and unserved areas to speeds in excess of 1Gbps symmetrical connections over its entire footprint, which includes as many community anchor institutions as possible. These anchor institutions include three rural fire stations, five law enforcement agencies, and four schools. Upon completion, not only will this project meet the immediate need to utilize the proposed middle mile network to serve its own customers, but will also enable competition and lower cost to consumers of existing middle mile providers and to attract more last-mile providers to the area who will save thousands in construction costs to serve these underserved and unserved areas.
<b>2c. How would the project meet the recipient's business and/or administrative need(s)?</b>	The NTIA Middle Mile project will provide improved redundancy on CVEC's transport network through interconnection capabilities with other carriers.
<b>2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.</b>	Construction for the project began on 9/1/2025. During the reporting period, CVEC completed the majority of project construction. Due to weather-related delays and equipment delivery delays, CVEC requested and secured approval for a no-cost extension to complete the project by 06/30/2026. In spite of the unexpected ice storm and equipment delays, during the reporting period, CVEC made significant progress on the project, completing roughly 55% of overall project completion before March 31, 2026.
<b>2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).</b>	Due to a major ice storm that blanketed Texas roads with thick ice and frigid temperatures for a week beginning in late January 2026, as well as equipment delivery delays, CVEC experienced delays during a critical point in this project. CVEC's inability to complete this project by March 31, 2026, due to circumstances out of its control, CVEC requested and received approval on March 24, 2026, from NTIA/NIST for a three month No Cost Extension extending the project's performance period until June 30, 2026. Due to the issues, CVEC's project was delayed in Q1 2026, but expects project completion by the new performance end date of June 30, 2026.
<b>2f. Provide any barriers to improving job quality experienced during this reporting period.</b>	CVEC is not aware of any barriers to improving job quality during this reporting period.

**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
	1095	07/01/2023	06/30/2026







<b>Network Testing</b>	272	2025-10-01	2026-06-30	%	%	%	%	%	%	%	%	%	%
<b>Status of Procurement</b>				%	%	%	%	%	%	%	%	%	%

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.

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)									
<b>Overall Project</b>	Based on reimbursed costs up through the end of the reporting period, the project is 55% completed, though there has been more construction completed that CVEC has not yet been invoiced for.	1%	1%	5%	7%	8%	55%				%
<b>Environmental Assessment</b>	Environmental assessment was completed in the previous reporting period.	5%	40%	80%	95%	100%	100%				%
<b>Network Design</b>	Network design was completed in a previous reporting period.	0%	0%	95%	100%	100%	100%				%

<b>Rights Of Way</b>	Rights of way were not needed during this project.	0%	0%	0%	0%	0%	100%					%
<b>Construction Permits And Other Approvals</b>	All permits were secured prior to construction which started on Sept 1, 2025. In January 2026, due to a complete staff turnover at the City of Robert Lee, prior approval for the location of an electronics cabinet was rescinded for further review. CVEC worked with City staff to select a new location for its electronic cabinet on Feb 11, 2026, at which time the City approved the new location. This change also required re-engineering of that segment of the project.	0%	0%	25%	25%	100%	100%					%
<b>Site Preparation</b>	Site preparation was at 95% through the end of this reporting period. A small stretch of the project remained for preparation in April 2026.	0%	0%	0%	0%	0%	95%					%
<b>Equipment Procurement</b>	Most necessary equipment was secured/delivered during March 2026.	0%	0%	25%	0%	10%	95%					%
<b>Network Build (all components - owned, leased, Infeasible Rights of Use, etc.)</b>	Due to some delays in Q1 2026 due to a severe ice storm and equipment delays, CVEC was able to complete 70% of construction activities through the end of the reporting period. The remaining construction will be completed before the extended deadline of June 30, 2026.	0%	25%	25%	25%	35%	70%					%
<b>Equipment Deployment</b>	Most necessary equipment was secured/delivered and deployed during March 2026.	0%	0%	0%	0%	0%	95%					%
<b>Network Testing</b>	A portion of the network that has already been connected has received network testing. The remaining testing will happen between April and June 2026.	0%	0%	0%	0%	0%	20%					%
<b>Status of Procurement</b>	N/A	0%	0%	0%	0%	0%	0%					%

ACTUAL PROJECT MILESTONES***	Year 6		Year 7		Year 8		Year 9		Year 10	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2



<b>Network Testing</b>	A portion of the network that has already been connected has received network testing. The remaining testing will happen between April and June 2026.											%
<b>Status of Procurement</b>	N/A											%

**Subrecipient and Subawards**

List of Subrecipient(s) that received a subaward or subcontract from the eligible entity and a description of the specific project for which grant funds were provided.  
Associate projects names to any subrecipient or subaward associated with grant, approved grant funds, and expenditures to date.

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

**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)
<b>6a. Administrative and legal expenses</b>	\$25,550.00	\$24,450.00	\$50,000.00	\$24,495.00	\$53,897.85	\$78,392.85	96%
<b>6a. Land, structures, rights-of way, appraisals, etc.</b>	\$49,311.50	\$47,188.50	\$96,500.00	\$0.00	\$0.00	\$0.00	0%
<b>6a. Relocation expenses and payments</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
<b>6a. Architectural and engineering fees</b>	\$404,047.57	\$386,652.18	\$790,699.75	\$214,716.79	\$217,575.62	\$432,292.41	53%
<b>6a. Other architectural and engineering fees</b>	\$114,365.00	\$110,385.00	\$224,750.00	\$114,365.00	\$146,864.11	\$261,229.11	100%
<b>6a. Project inspection fees</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
<b>6a. Site work</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
<b>6a. Demolition and removal</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
<b>6a. Construction</b>	\$2,412,431.00	\$2,308,569.00	\$4,721,000.00	\$1,235,546.59	\$1,235,546.59	\$2,471,093.18	51%
<b>6a. Equipment</b>	\$270,963.00	\$260,337.00	\$531,300.00	\$181,970.27	\$264,264.46	\$446,234.73	67%

<b>6a. Miscellaneous</b>	\$0.00	\$274,193.00	\$274,193.00	\$0.00	\$0.00	\$0.00	N/A
<b>6a. Subtotal</b>	\$3,276,668.07	\$3,411,774.68	\$6,688,442.75	\$1,771,093.65	\$1,918,148.63	\$3,689,242.28	54%
<b>6a. Contingencies</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
<b>6a. Totals</b>	\$3,276,668.07	\$3,411,774.68	\$6,688,442.75	\$1,771,093.65	\$1,918,148.63	\$3,689,242.28	54%

<b>E. COMMUNITY BENEFIT AGREEMENT</b>	
<p>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.</p> <p>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).</p>	
<b>Description of Community Agreement</b>	
<b>7a. Community Benefit Group Name:</b> Please provide the name of the Community Benefit Group	<p>These questions were answered via file upload.  <b>Number of Community Agreements: 0</b>  <b>File(s) Uploaded with Responses:</b></p>
<b>7b. Developer Name:</b> Please provide the name of the Developer.	
<b>7c. Community Benefit Group and Developer Partnership:</b> 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

<b>8b. Climate Resilience Category</b>	<b>8c. Date of Most Recent Hazard Screening</b>	<b>8d. Name and Title of Representative Completing Most Recent Hazard Screening</b>	<b>8e. Date of Report Completion</b>
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Files Uploaded for Hazard Screening Information: CVEC\_ Middle Mile Bi-Annual Report - Climate Resilience 4.30.26.xlsx

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

In the state of Texas, there is a potential for extreme heat, tornados, hail, ice storms, and severe thunderstorms. All are included in CVEC's disaster recovery plan to mitigate the risk of any potential issues with resiliency. CVEC closely monitors weather events and has included high-risk/high probability weather events in its disaster recovery plan, as well as contingencies for “black swan” events – major winter storms, or extreme flooding. Management reviews and updates the plan, as needed, annually. Additionally, Emergency Operations procedures are put into effect during a triggering event to ensure triggering events are mitigated to the best of CVEC’s abilities – i.e., keep service interruptions, primarily for anchor institutions, at a minimum. The Emergency Management team holds a retrospective after every triggering event to discuss what went well and what needs to be improved upon, and that staff is aware of best practices. During or immediately following the event, CVEC surveys equipment in the affected areas and completes necessary repairs. These actions ensure that the infrastructure built using capital awarded through NTIA’s Middle Mile Grant program will remain usable for at least 20 years after completion.

**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).

Yes

Date of Disaster:

01/23/2026

Location of Disaster:

San Angelo, TX, experienced a significant Winter Storm with freezing rain and sleet beginning January 23, 2026. Several days of below-freezing temperatures created significant road hazards and brought project construction to a halt for a week.

Files Uploaded for Related Documentation:

CVEC\_Middle Mile Grant Weather and Climate Hazards Backup Documentation 4.30.26.docx

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

**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.

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

- Winter Storm: Proposed electronics cabinets include DC power systems with backup battery systems capable of running a minimum of 8 hours in the event of a commercial power failure. The cabinets also have backup generator connections in the event of extended power outages.
- Hail: Proposed infrastructure equipment is to be in hardened cabinets designed to protect the electronics equipment from hail events. In the event of an extreme hail scenario that damages electronics equipment, CVEC maintains backup equipment to immediately replace damaged items to bring services back online.
- Tornado/Wind: In the event of a tornado damaging an electronics site, CVEC will review any damage and use spare materials to bring the damaged site back online. CVEC maintains spare construction materials including poles and has their own construction equipment/crews to repair damaged aerial line attached to their own pole line. CVEC also seeks to utilize wind dampers, as applicable, on aerial construction to minimize cable/strand fatigue caused by wind events.
- Flooding: CVEC seeks to place new electronics cabinets in areas outside of identified flood plains to minimize the potential impact of flooding on the proposed equipment. Fiber will be constructed using both buried and aerial construction techniques which both use watertight splice cases that will not be impacted by flooding.
- Drought: Ongoing drought conditions will not impact the proposed electronics equipment or the fiber cable.

• Severe Thunderstorms: CVEC’s proposed electronics equipment will be installed in environmentally controlled cabinets with DC power systems to provide backup power in the event of power failures. The cabinets also utilize grounding systems meeting NESC requirements to protect the equipment from lightning related power surges.

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

N/A

**8k. Additional Resources**

Has the team utilized the available resources to assist with mitigation and long-term planning efforts for this reporting period? If so, which resources?

- 2018 National Climate Assessment
- NOAA's 2022 State Climate Summaries
- NOAA Disaster and Risk Mapping Tool
- NOAA's Storms Event Database
- NOAA Climate Explorer and Digital Coast
- FEMA National Risk Index
- Consulted FEMA-approved Hazard Mitigation Plans prepared by states in which they propose to build middle mile infrastructure to help identify key risk and hazards

Yes

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

**G. Workforce**

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?)

Yes

**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																				Totals
	Race/Ethnicity																				
	9b. Hispanic or Latino			9c. Non-Hispanic/Non-Latino																	
				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	10	0		8	0	0	0	0	0	0	0	0	0	0	0						18

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	100%	0%		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%						

<b>Davis-Bacon Act Wages</b>	
<b>Please confirm if wages are at least prevailing*</b>	
*As stated in the MM NOFO as determined by the U.S. Secretary Labor in accordance with subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), for the corresponding classes of laborers and mechanics employed on projects of a character similar to the contract work in the civil subdivision of the State (or the District of Columbia) in which the work is to be performed.	
10a. Are wage rates at least the Davis-Bacon prevailing wage for all laborers?	Yes
10b. Please cite your source of how this information was gathered (for 10a).	Subcontractor Housely Communications provides labor related data directly to CVEC.
10c. Are wage rates at least the prevailing wage for all mechanics?	Yes
10d. Please cite your source of how this information was gathered (for 10c).	Not applicable to this project.

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																				Totals
	Race/Ethnicity																				
	11-a. Hispanic or Latino			11b. Non-Hispanic/Non-Latino																	
				11b-1. Men							11b-2. Women										
	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

<b>Unionized Workforce</b>	
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?	Yes
12-d. Did workers receive additional information or training about their workplace rights in addition to already required notice postings?	Yes

**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.

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

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

In addition to the information provided above about attracting, training and retaining CVEC staff, for the MM project, CVEC is engaging a contract construction labor force (Housley Group). CVEC put the project out to bid and evaluated several proposals to ensure that the selected contractor would also meet the standards for a skilled and credentialed workforce.

Has the team offered any of the following resources to assist with maintaining a sufficient supply of appropriately skilled labor force for this reporting period? If so, which resources (please provide a brief description of any of the following that apply):

- Professional Certifications
- In-House Training
- Registered Apprenticeships
- Labor-Management Partnerships
- Partnerships with entities like unions, community colleges, or community-based groups

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

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

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

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

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

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

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

CVEC conducts monthly safety training for its field employees. During the reporting period, Housley Group has hosted "Toolbox Talks" and tailgate meetings every Monday. JSI's Engineering team assigned to the Middle Mile project also attends. Some topics covered during these Monday meetings include proper use of PPE, phone use on the job, flagger safety, placing down guys and anchors before building aerial strand wires, property damage mitigation, and reporting of utilities close to dig sites.

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

Recent safety training topics include trainings on confined space activities, traffic control, and everyone is CPR certified. The Workplace Safety Committee has not had a need to host meetings during 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	Inactive	15	Engineering
JSI Engineering, LLC	Active	15	Engineering
SWCA Environmental Consultants	Active	41	Environmental Consulting
Housley Group	Active	18	Construction

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

CVEC's contract with JSI Engineering, LLC and Housley Group requires where applicable that any laborers or mechanics on the project are paid prevailing wages and receive fringe benefits that align with the local and regional labor markets.

### 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

These questions were answered via file upload.

**File Uploaded with Responses:** CVEC\_ Middle Mile Bi-Annual and Final Performance Report - ANCHOR INSTITUTIONS 4.30.26.xlsx, CVEC\_ Middle Mile Bi-Annual Report - ANCHOR INSTITUTIONS 5.21.26.xlsx

<b>14d. State</b>	
<b>14e. Type of Anchor Institution</b>	
<b>14f. Interconnection with 1,000 Feet of AI Enabling Gig Symmetrical Service</b>	
<b>14g. Narrative Description of how the Anchor Institution may benefit from the Grant Funded Infrastructure</b>	

**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.

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED	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
<b>15a. Anchor Institutions (AIs)***</b>										
<b>15a-1. Total Number of AIs passed</b>	0	0	0	0	21	21				
<b>15a-2 Number of AIs within 1,000 feet of the middle mile infrastructure</b>	0	0	0	0	21	21				
<b>15a-3. Total number of AIs served</b>	0	0	0	0	10	10				
<b>15a-4. AIs with new access</b>	0	0	0	0	10	10				
<b>15a-5. AIs with improved access</b>	0	0	0	0	0	0				
<b>15a-6. Total number of AIs served with speeds of at least 1/1Gbps</b>	0	0	0	0	10	10				



<b>15a-6. Total number of AIs served with speeds of at least 1/1Gbps</b>										
<b>15b. Broadband Wholesalers or Last Mile Providers***</b>										
<b>15b-1. Total number of broadband wholesalers or last mile providers served</b>										
<b>15b-2 Broadband wholesalers or last mile providers with new access</b>										
<b>15b-3. Broadband wholesalers or last mile providers with improved access</b>										
<b>15b-4. Total number of broadband wholesalers or last mile providers offering speeds of at least 25/3 Mbps</b>										
<b>15b-5. Total number of broadband wholesalers or last mile providers offering speeds of at least 100/20 Mbps</b>										
<b>15b-6. Total number of broadband wholesalers or last mile providers offering speeds of at least 1/1 Gbps</b>										

**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.

<b>NETWORK BUILD PROGRESS***</b>	<b>Year 1</b>		<b>Year 2</b>		<b>Year 3</b>		<b>Year 4</b>		<b>Year 5</b>	
<b>KEY INDICATOR</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>
<b>16a. Total of new fiber miles (aerial or buried)</b>	0	0	0	0	0	80				



<b>16d. Total number of new microwave links</b>										
<b>16e. Total number of new towers</b>										
<b>16f. Total number of new interconnection points</b>										
<b>16g. Total number of signed agreements with broadband wholesalers or last mile providers</b>										
<b>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)</b>										

<b>L. QUANTIFIABLE METRICS</b>										
<b>Quantifiable Metrics</b> - Section designed to assist with <b>reporting</b> and <b>audit</b> 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.										
<b>17a. Fiber Optic Based ***</b>	<b>Year 1</b>		<b>Year 2</b>		<b>Year 3</b>		<b>Year 4</b>		<b>Year 5</b>	
	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>
<b>17a-1. Is the fiber a buried/aerial or undersea application?</b>	Buried/aerial	0	Buried/Aerial	Buried/aerial	Buried/aerial	Buried/aerial				
<b>17a-2. Number of strands deployed</b>	0	0	0	0	0	144				
<b>17a-3. Number of miles of buried fiber deployed</b>	0	0	0	0	0	5.68				



<b>17a-7. Deployment cost per mile of aerial fiber optics</b>										
<b>17a-8. Total Spent on Buried Fiber Deployment this reporting period</b>										
<b>17a-9. Total Spent on Aerial Fiber Deployment this reporting period</b>										
<b>17a-10. Total spent on Fiber Deployment this reporting period</b>										

<b>17a. Fiber Optic Based ***, Long Text Responses and File Uploads</b>	
<b>Current Period (Year 3, Period 2)</b>	
<b>17a-11. Please provide any additional information about the Fiber Optic deployment (200 words or less)</b>	Total spent on buried and aerial fiber deployment currently appears inflated because of the other preparatory costs associated with buried fiber deployment (boring, trenching, and conduit) and aerial fiber deployment (wire strand and anchors) that are installed prior to fiber being blown in/hung. Most of the fiber has been installed after this reporting period, so the cost appears disproportionate at this time.
<b>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.</b>	<b>File(s) uploaded for digital mappings:</b> CVEC - NTIA MM Grant Construction Progress 052126.kmz, CVEC - NTIA MM Grant Construction Progress 03312026.kmz

<b>17b. Microwave Based ***</b>	<b>Year 1</b>		<b>Year 2</b>		<b>Year 3</b>		<b>Year 4</b>		<b>Year 5</b>	
	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>	<b>Period 1</b>	<b>Period 2</b>
<b>17b-1. How many microwave nodes have been deployed?</b>	0	0	0	0	0	0				
<b>17b-2. How many microwave nodes are operating for reporting period?</b>	0	0	0	0	0	0				
<b>17b-3. Installation cost per microwavable node</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				



**17b. Microwave \*\*\*, Long Text Responses and File Uploads**

**Current Period (Year 3, Period 2)**

<b>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).</b>	N/A
<b>17b-10. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the microwave nodes created during this reporting period.</b>	

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
<b>17c-1. What satellite provider is being used?</b>	N/A	N/A	N/A	N/A	N/A	0				
<b>17c-2. What is the estimated capacity of the satellite link (i.e. throughput)?</b>	0	0	0	0	0	0				
<b>17c-3. What is the associated cost to use this satellite service?</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				

17c. Satellite ***	Year 6		Year 7		Year 8		Year 9		Year 10	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
<b>17c-1. What satellite provider is being used?</b>										
<b>17c-2. What is the estimated capacity of the satellite link (i.e. throughput)?</b>										
<b>17c-3. What is the associated cost to use this satellite service?</b>										

**17c. Satellite \*\*\*, Long Text Responses and File Uploads**

**Current Period (Year 3, 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.

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

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

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

Note: CVEC did not include fiber in the inventory report below, as it has been provided by the construction contractor Housley Group and has not yet been invoiced to CVEC. The fiber will be included on the final inventory report.

**File Uploaded:** CVEC\_MMG Inventory Report\_04.30.26.xlsx, CVEC\_MMG Inventory Report\_04.30.26.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:**

Jonathan Cutrer

**20b. Signature of Certifying Official:**

Jonathan Cutrer

<b>20c. Telephone (area code, number and extension):</b>	3259393210
<b>20d. Email Address:</b>	jcutrer@cvec.coop
<b>20e. Date:</b>	05/29/2026