



Control Number: 36866



Item Number: 175

Addendum StartPage: 0

U.S. DEPARTMENT OF AGRICULTURE
Rural Utilities Service

REPORT OF COMPLIANCE AND PARTICIPATION

BORROWER DESIGNATION

NAME OF BORROWER

Farmers' Electric Cooperative, Inc. of NM

PO Box 550

Clovis, NM 88102-0550

DATE

April 30, 2020

CALENDAR YEAR

2019

INSTRUCTIONS - Submit 2 copies to the appropriate General Field Representative by January 31 for the prior Calendar Year. Each item must be answered.

PART I. FOR ALL RUS ELECTRIC AND TELECOMMUNICATIONS BORROWERS

1. Does your organization deny to any person on the basis of race, color, national origin, disability, or age an equal opportunity for:
 - a. Existing, improved or expanded service? ☐ YES ☒ NO
 - b. Use of facilities? ☐ YES ☒ NO
 - c. Access to facilities by disabled persons as required by Federal accessibility standards? ☐ YES ☒ NO
2. Does your organization post at a location easily viewed by the public:
 - a. "AND JUSTICE FOR ALL" poster? ☒ YES ☐ NO
 - b. Statement of Nondiscrimination? ☒ YES ☐ NO
3. Were any complaints involving program benefits filed against your organization on the basis of: *(If Yes, explain in "COMMENTS")*
 - a. Title V of the Civil Rights Act of 1964? ☐ YES ☒ NO
 - b. Section 504 of the Rehabilitation Act of 1973 (disability)? ☐ YES ☒ NO
 - c. Age Discrimination Act of 1975 (age)? ☐ YES ☒ NO
4. Does your organization provide information on the application of civil rights regulations to your program by:
 - a. Publishing the Statement of Nondiscrimination in newspapers annually? ☒ YES ☐ NO
 - b. Providing a copy of the Statement of Nondiscrimination to each new:
 - (1) customer? ☒ YES ☐ NO
 - (2) employee when hired? ☒ YES ☐ NO
5. Does your organization:
 - a. Provide an equal opportunity for minority and/or female-owned enterprises to participate in the bidding process for contracts? ☒ YES ☐ NO
 - b. Develop and administer equitable line extension and/or security deposit policies for all customers? ☒ YES ☐ NO
 - c. Have an equitable disconnect policy? ☒ YES ☐ NO
6. **ELECTRIC BORROWERS ONLY:** Does your organization have a means to inform present and potential customers of the availability of payment options (budget billing, etc.)? ☒ YES ☐ NO
7. Was a senior management official appointed to administer the requirements of the Civil Rights act of 1964, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination act of 1975? ☒ YES ☐ NO
IDENTIFY: Name: _____ Title: _____
8. How does your organization collect and maintain racial/ethnic data on customers?
 - a. Customer record coded at time of application for service (self identification or visual observation) ☒ YES ☐ NO
 - b. Pro-rated based on latest census data ☐ YES ☒ NO

9a. Racial/Ethnic Groups *(Use either pro-rated census data for your service area or your own records)*

Group	% of Residential Customers (must add to 100%)
(1) American Indian or Alaska Native	
(2) Asian	
(3) Black or African American	
(4) Native Hawaiian or Other Pacific Islander	
(5) White	76%
(6) Hispanic or Latino	21%
(7) Other	3%

9b. Total Number of Residential customers at End of

Calendar Year 9882

9c. Total Number of Residential Disconnects For

Non-Payment in Calendar Year: 157

9d. Total Number of New Residential Customers

Connected During Calendar Year: 536

Comments

PART II. FOR COOPERATIVE-TYPE BORROWERS ONLY

10. Does your organization deny to any person on the basis of race, color, national origin, disability or age, an equal opportunity to participate in the organization's activities and affairs? ☐ YES ☒ NO
11. Does your organization provide each new member with a copy of the bylaws? ☒ YES ☐ NO
12. Does your organization provide all members with the bylaws section on the election process? ☒ YES ☐ NO
- a. Date/time of Annual Meeting: May 11, 2019 10:30 a.m.
- b. If no annual meeting, dates/times of nominating or district meetings: _____
- c. Does your organization provide all members advance notice of the annual meeting or election? ☒ YES ☐ NO
- d. Annual meeting is held at a facility accessible to persons with disabilities? ☒ YES ☐ NO

13. Indicate number of members appointed to committees listed below (not including board of directors committees):

Complete columns Only for Committees used by your cooperative.

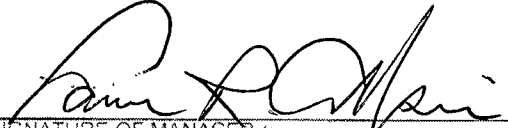
RACIAL/ETHNIC GROUP	MEMBER ADVISORY COMMITTEE (1)		ANNUAL MEETING PLANNING COMMITTEE (2)		ELECTION COMMITTEE (3)		OTHER COMMITTEE (Except Nominating) (4)		TOTAL NUMBER APPOINTED (5)	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
a. American Indian or Alaska Native										
b. Asian										
c. Black or African American										
d. Native Hawaiian or Other Pacific Islander										
e. White							5	13		
f. Hispanic or Latino							1	2		
g. Other										
TOTAL										

14. Did your organization promote minority and/or female representation on the board of directors during the Calendar Year to more accurately reflect the composition of your membership:
- a. Appointing minority or female members to fill unexpired terms? ☒ NA ☐ YES ☐ NO
- b. Creating at-large positions on the board and initially filling positions with minority or female members? ☐ YES ☒ NO
- c. Appointing minority or female members to serve as special advisors to the board? ☐ YES ☒ NO
15. Did your organization have a quorum for the members' annual meeting? ☒ YES ☐ NO
- If the response to item 15 is "no," please answer the following:
- a. Why did you not have a quorum? (Please explain in comment section.)
- b. Was business conducted? ☐ YES ☐ NO
- c. Were elections held? ☐ YES ☐ NO
- d. Do you permit voting by proxy or mail ballot? ☐ YES ☐ NO

16. Indicate membership and board participation by racial/ethnic category (Check here if you do not have a nominating committee ☐ and do not complete column 2)

RACIAL/ETHNIC GROUP	NO. ATTENDING ANNUAL MEETING (Visual Survey) (1)		NUMBER ON NOMINATING COMMITTEE (2)		NUMBER NOMINATED FOR DIRECTOR (3)		NUMBER ELECTED AS DIRECTOR (4)		TOTAL NUMBER ON BOARD OF DIRECTORS (5)	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
a. American Indian or Alaska Native										
b. Asian										
c. Black or African American										
d. Native Hawaiian or Other Pacific Islander										
e. White	92	57	5		2				5	
f. Hispanic or Latino	30	19	1		1				2	
g. Other	2	1								
TOTAL	124	77	6		3				7	

PART III. SIGNATURES


SIGNATURE OF MANAGER (see instructions)

SIGNATURE OF BOARD PRESIDENT (cooperative ONLY)

WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW (U.S. CODE TITLE 18 SECTION 101)

