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

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

RECIPIENT NAME:

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

Middle Mile Grant Program Bi-Annual Performance Report

A. GENERAL INFORMATION

GENERAL	1a. Recipient Organization:	ENMR Telephone Cooperative	1h. Award Identification Number:	35-40-MM273
	1b. Recipient Street Address:	7111 N Prince Stree	1i. Report Date (MM/DD/YYYY):	10/30/2023
	1c. City, State, and Zip Code:	Clovis, NM 88101-9730	1j. Final Report:	Yes ☐ No ☑
	1d. Unique Entity Identification (UEI) Number:	JYEMCL45MGN9	1k. Report Period Start Date (MM/DD/YYYY):	07/01/2023
	1e. Award Start Date (MM/DD/YYYY):	07/01/2023	1l. Report Period End Date (MM/DD/YYYY):	09/30/2023
	1f. Award End Date (MM/DD/YYYY):	06/30/2028		
	1g. Name of Person Completing Report:	Shelley Meeks		

B. PROJECT NARRATIVE

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

PROJECT NARRATIVE	2a. A brief description of the recipient's organization and scope of work/project priorities:	ENMR Telephone Cooperative has been serving New Mexico and West Texas for over 70 years. It has been operating all aspects of its current middle mile network for over 10 years, including network operations, sales, construction, procurement, outside plant maintenance, and the support and care for middle mile and wholesale customers.
	2b. An overview of the significant outputs and outcomes to be accomplished in the project:	The project includes new fiber segments to improve redundancy, decrease latency, and upgrade transport electronics throughout Eastern New Mexico and West Texas. It creates critical alternate paths to increase reliability and resiliency and increase the bandwidth capacity for ENMR's entire middle mile network serving New Mexico and West Texas. The project consists of five new fiber segments (155.5 route miles), two dedicated dark fiber strands for a total of 2,250.84 route miles, and upgrades to 53 equipment locations, including 38 dense-wavelength division multiplexing (DWDM) interconnection nodes.
	2c. How would the project meet the recipient's business and/or administrative need(s)?	The transport electronics upgrades involve a combination of dense wavelength division multiplexing (DWDM), reconfigurable optical add-drop multiplexer (ROADMs) nodes, and redundant routers, resulting in network capacity 20 times greater than the current equipment provides. Providing redundancy for the network and accommodating growth for future middle mile revenue.
	2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.	ENMR completed post-award administrative requirements during this reporting period, submitted the 6-Month Expenditure Plan, and contracted an engineering firm. The RFP process for procuring an environmental firm for the Environmental Assessment portion of the project and design engineering for the D
	2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).	ENMR identified an area of concern that is not yet defined as a roadblock. The determination from the Environmental Desktop Review could significantly impact the project's timeline moving forward.
	2f. Provide any barriers to improving job quality experienced during this reporting period.	None.

C. INFRASTRUCTURE MILESTONE CATEGORIES AND PROJECT TIMELINE

INFRASTRUCTURE MILESTONE CATEGORIES AND PROJECT TIMELINE

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

OVERALL PROJECT	PROJECT DURATION	3a. PROJECT START DATE	3b. PROJECT END DATE
	1826	July 1, 2023	June 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%.

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

ANTICIPATED PROJECT MILESTONES				Year 1 Baseline		Year 2 Baseline		Year 3 Baseline		Year 4 Baseline		Year 5 Baseline	
3c. MILESTONE CATEGORIES	3d. DURATION (Days)	3e. START DATE	3f. END DATE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
Overall Project	1734	October 1, 2023	June 30, 2028	0%	2%	4%	6%	24%	42%	70%	81%	93%	100%
Environmental Assessment	1004	July 1, 2023	March 31, 2026	5%	25%	40%	65%	90%	100%	100%	100%	100%	100%
Network Design	1826	July 1, 2023	June 30, 2028	5%	22%	37%	51%	65%	75%	80%	86%	92%	100%
Rights Of Way	1277	October 1, 2023	March 31, 2027	0%	10%	20%	35%	50%	65%	80%	100%	100%	100%
Construction Permits And Other Approvals	1277	October 1, 2023	March 31, 2027	0%	10%	20%	35%	50%	65%	80%	100%	100%	100%
Site Preparation	364	October 1, 2025	September 30, 2026	0%	0%	0%	25%	50%	75%	100%	100%	100%	100%
Equipment Procurement	547	April 1, 2025	September 30, 2026	0%	0%	0%	0%	25%	50%	100%	100%	100%	100%
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	1186	April 1, 2025	June 30, 2028	0%	0%	0%	0%	15%	30%	45%	65%	90%	100%
Equipment Deployment	821	April 1, 2026	June 30, 2028	0%	0%	0%	0%	0%	0%	24%	49%	75%	100%
Network Testing	1186	April 1, 2025	June 30, 2028	0%	0%	0%	0%	1%	4%	19%	35%	57%	100%
Status of Procurement	0												
Other (please specify):	0												
Buildings	547	April 1, 2025	September 30, 2026	0%	0%	0%	0%	25%	50%	100%	100%	100%	100%

% OF PROJECT COMPLETION

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

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

Please provide a brief description of the primary activities involved in meeting each milestone (a single description should be provided for each milestone, covering all periods in years one through N). Please write 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		0%									
Environmental Assessment		0%									
Network Design		0%									
Rights Of Way		0%									
Construction Permits And Other Approvals		0%									
Site Preparation		0%									
Equipment Procurement		0%									
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)		0%									
Equipment Deployment		0%									
Network Testing		0%									
Status of Procurement		0%									
Other (please specify):		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	5b. Project Description	5c. Subrecipient	5d. Minority Business Enterprise (MBE)	5e. Women's Business Enterprise (WBE)	5f. Labor Surplus Area Firm	5g. Awarded Funds	5h. Expenditures to Date	5i. Remaining Grant Balance	5j. % of work complete
ENMR NTIA 2022 Middle Mile Grant	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.	Yes ☐	Yes ☑	Yes ☐	0			
ENMR NTIA 2022 Middle Mile Grant	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, completetin the fiver ring linking Kermit to Jal in the southern edge of the middle mile network.	Delcom, Inc.	Yes ☐	Yes ☐	Yes ☐				
			Yes ☐	Yes ☐	Yes ☐				
			Yes ☐	Yes ☐	Yes ☐				

D. INFRASTRUCTURE BUDGET EXECUTION DETAILS

INFRASTRUCTURE BUDGET EXECUTION DETAILS

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

6a. Projected Budget Element	6b. Federal Funds	6c. Non-Federal Funds	6d. Total Project Budget	6e. Total Federal Funds Expended to Date	6f. Total Non-Federal Funds Expended to Date	6g. Total Funds Expended	6h. Percent of Federal Funding Expended to Date (Cumulative)
Administrative and legal expenses	$ 50,000.00	$ -	$ 50,000.00	$ -	$ -	$ -	0%
Land, structures, rights-of way, appraisals, etc.	$ 2,414,595.00	$ -	$ 2,414,595.00	$ -	$ -	$ -	0%
Relocation expenses and payments	$ -	$ -	$ -	$ -	$ -	$ -	0%
Architectural and engineering fees	$ 6,645,333.00	$ -	$ 6,645,333.00	$ -	$ -	$ -	0%
Other architectural and engineering fees	$ 1,171,119.00	$ -	$ 1,171,119.00	$ -	$ -	$ -	0%
Project inspection fees	$ -	$ -	$ -	$ -	$ -	$ -	0%
Site work	$ -	$ -	$ -	$ -	$ -	$ -	0%
Demolition and removal	$ -	$ -	$ -	$ -	$ -	$ -	0%
Construction	$ 18,816,327.00	$ -	$ 18,816,327.00	$ -	$ -	$ -	0%
Equipment	$ 20,761,250.00	$ -	$ 20,761,250.00	$ -	$ -	$ -	0%
Miscellaneous		$ 52,486,434.00	$ 52,486,434.00	$ -	$ -	$ -	0%
Subtotal	**$ 49,858,624.00**	**$ 52,486,434.00**	**$ 102,345,058.00**	**$ -**	**$ -**	**$ -**	**0%**
Contingencies	$ -	$ 3,445.00	$ 3,445.00	$ -	$ -	$ -	0%
Totals	**$ 49,858,624.00**	**$ 52,489,879.00**	**$ 102,348,503.00**	**$ -**	**$ -**	**$ -**	**0%**

E. COMMUNITY BENEFIT AGREEMENT

COMMUNITY BENEFIT AGREEMENT

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

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

Description of Community Agreement

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

N/A

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

N/A

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

N/A

F. CLIMATE RESILIENCE

CLIMATE RESILIENCE

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

Climate Resiliency Risk Mitigation

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

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

No

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

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

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

DAVIS-BACON ACT CERTIFICATION

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

Davis-Bacon Act Certification

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

LOCAL HIRE PRIORITIZATION AND IMPACT

Local Hire Prioritization and Impact

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

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

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

DAVIS-BACON WAGES

Davis-Bacon Act Wages

Please confirm if wages are at least prevailing*

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

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

Workforce Demographic Data

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

UNIONIZED WORKFORCE

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

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

WORKFORCE CONTUNITY PLAN
NATIONAL LABOR RELATIONS ACT

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

Workforce Continuity Plan

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

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

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

ENMR is an equal opportunity employer that strives to recruit locally whenever possible and has a workforce that is 98.5% local. ENMR supports developing and using a highly skilled workforce in the area through its involvement in career fairs, such as those offered at Clovis Community College, and by hosting interns through the Curry County Summer Internship Program, Clovis Community College, and Eastern New Mexico University. These interns serve in accounting, information services, and network operations. An ENMR employee serves on the Eastern Area Workforce Development Board (EAWDB). The mission of the EAWDB is to identify workforce needs and opportunities and guide the development of training programs and services to meet those needs. Construction employees are provided with training to receive a Commercial Driver License (CDL). Install technicians receive training to get their state-issued ES7J journeyman's licenses. Employees are encouraged to pursue degrees and certifications related to their fields, and ENMR provides tuition reimbursement for related college courses. Technicians and engineers attend periodic training on software, test, and measurement equipment to maintain the network. Network operations employees can obtain Cisco certification paid for by the company. ENMR also provides higher education scholarships and grants to those in the ENMR service area.

During this reporting period, ENMR participated in a high school career expo showing students careers available at ENMR, participated in a workshop assisting local attendees in writing effective resumes, and attended a hiring event at NM Workforce Solutions answering questions and collecting job applications.

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.

ENMR's non-management workforce is non-unionized.

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.

Mandatory safety training is provided to every new hire and then periodically thereafter depending on the position.
ENMR provides additional health and wellness benefits such as Teledoc, online physical therapy for muscle and joint health, Fitness on Demand, diabetes and hypertension lifestyle coaching, weight management coaching, and family wellness.
All employees have access to the Employee Assistance Program (EAP). EAP is a free, professional, and confidential counseling program designed to assist employees and their dependants with anything they percieve to be a problem.

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

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

N/A

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

13e-1. Name of Subcontracted Entity Performing Work	13e-2. Total Number of Workers within this Subcontract	13e-3. Job Categories of Workers Supporting Project within this Subcontract
JSI Engineering, LLC	15	Engineer, OSP Personnel, Project Specialist, Technician, Network Specialist, CAD Operator, Administration/Clerical

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.

ENMR refers to the Society for Human Resource Management (SHRM), National Telephone Cooperative Association (NTCA), and Salary.com to provide training and certification and to track employee wages, benefits, and employment and labor law compliance.

I. ANCHOR INSTITUTIONS

National Telecommunications and Information Administration (NTIA)
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ANCHOR INSTITUTIONS

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

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

J. BROADBAND ACCESS KEY INDICATOR: SUBSCRIBERS AND SPEED

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED

Please use the following table to provide anticipated key indicators with the projected totals for each beneficiary category, access type and speed category for your infrastructure service or project. Except as indicated, information should be reported cumulatively from award inception through the end of the bi-annual period for Bi-Annual Indicators. Please write the number "0" if your project does not include this indicator.

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED		Year 1		Year 2		Year 3		Year 4		Year 5	
SUBSCRIBER TYPE	ACCESS TYPE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
15a. Anchor Institutions (AIs)	15a-1. Total number of AIs passed	0	0	0	0	9	18	28	41	57	63
	15a-2. Number of AIs within 1,000 feet of the middle mile infrastructure	0	0	0	0	9	18	28	41	57	63
	15a-3. Total number of AIs served	0									
	15a-4. AIs with new access	0									
	15a-5. AIs with improved access	0									
	15a-6. Total number of AIs served with speeds of at least 1/1Gbps	0									
15b. Broadband Wholesalers or Last Mile Providers	15b-1.Total number of broadband wholesalers or last mile providers served	0									
	15b-2. Broadband wholesalers or last mile providers with new access	0									
	15b-3. Broadband wholesalers or last mile providers with improved access	0									
	15b-4. Total number of broadband wholesalers or last mile providers offering speeds of at least 25/3 Mbps	0									
	15b-5. Total number of broadband wholesalers or last mile providers offering speeds of at least 100/20 Mbps	0									
	15b-6. Total number of broadband wholesalers or last mile providers offering speeds of at least 1/1 Gbps	0									

K. BROADBAND ACCESS KEY INDICATOR: NETWORK BUILD PROGRESS

NETWORK BUILD PROGRESS

Please use the following table to provide anticipated key indicators and progress of your Infrastructure project. Except as indicated, information should be reported cumulatively from award inception through the end of the bi-annual period. Please write the number "0" if your project does not include this indicator.

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

L. QUANTIFIABLE METRICS

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

17a. Fiber Optic Based	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17a-1. Is the fiber a buried/aerial or undersea application?	N/A									

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

MICROWAVE BASED

17b. Microwave Based	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17b-1. How many microwave nodes have been deployed?	0									
17b-2. How many microwave nodes are operating for reporting period?	0									
17b-3. Installation cost per microwavable node	0									
17b-4. Number of new towers built to support microwave structure	0									
17b-5. If applicable, what type(s) of tower were constructed (a) Monopole (b) Self-Support, (c) Guyed or (d) Other during this reporting period?										
17b-6. Average cost per tower installed	0									
17b-7. Total spend on Tower deployment this reporting period	0									
17b-8. Total spend on microwave deployment this reporting period	0									
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 their associated costs. (200 words or less).	N/A									
17b-10. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the microwave nodes created during this reporting period.										

SATELLITE

17c. Satellite	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17c-1. What satellite provider is being used?	N/A									
17c-2. What is the estimated capacity of the satellite link (i.e. throughput)?	N/A									
17c-3. What is the associated cost to use this satellite service?	N/A									
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

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.
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.

MM GRANT PROGRAM BI-ANNUAL REPORT CERTIFICATION

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:	**20c. Telephone (area code, number and extension):**	**575-389-4211**
Launa Waller, Chief Executive Officer	**20d. Email Address:**	lwaller@plateautel.com
20b. Signature of Certifying Official:		
	20e. Date:	**10/30/2023**