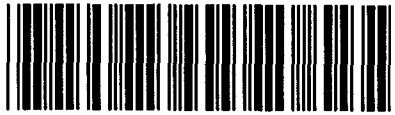


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Item Number: 134

Addendum StartPage: 0

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June 10, 2002

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Public Utility Commission of Texas
1701 North Congress Avenue
Austin, Texas 78701

RE: Docket No. 21170 – 5-Year Workforce Diversity Plan
Docket No. 25037 – Annual Workforce Diversity Report

Dear Sir or Madam:

On behalf of Covad Communications Company (Covad), a Competitive Local Exchange Carrier (CLEC) operating in Texas, I am filing its 5-Year Workforce Diversity plan with the Public Utility Commission of Texas in Docket No. 21170. We are also filing Covad's 2001 annual report in Docket No. 25037. It has been and will continue to be Covad's policy to be an equal opportunity employer. Covad developed its plan using as a guiding principle its established policy of providing equal employment opportunity.

The documents are being filed under seal to protect confidential information and policies because the information constitutes personnel files, investigatory records, trade secrets, operations information, confidential statistical data, and other confidential commercial and financial data, within the meaning of the Freedom of Information Act, 5 U.S.C. § 552, Title VII of the Civil Rights Act of 1964 (as amended), 42 U.S.C. § 2000-e et seq., and/or the Trade Secrets Act, 18 U.S.C. § 1905 and 44 U.S.C. § 3508. The information also qualifies as a trade secret or commercial or financial information under §552.110 of the Texas Government Code.

Please contact me if you have any questions about either filing.

Sincerely yours,

Bradford W. Bayliff

Enclosures