



Control Number: 28691



Item Number: 201

Addendum StartPage: 0



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PUBLIC UTILITY COMMISSION
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January 23, 2004

Central Records Filing Clerk
Public Utility Commission of Texas
1701 N. Congress Avenue
P.O. Box 13326
Austin, TX 78711-3326

RE: PROJECT NO. 28691 2003 REQUEST FOR WAIVER OF THE FILING
REQUIREMENTS PURSUANT TO PURA 52.256(b)

To Central Records:

1stel, Inc files this letter to serve as a request for waiver of the filing requirements pursuant to PURA ss.52.256(b) as we currently employ zero to sixteen employees in the state of Texas. In the event that 1stel, Inc exceeds sixteen employees within the state of Texas, we will at that time file the necessary plan and ongoing reports.

1stel is an equal opportunity employer, which is developing workforce projections to meet anticipated growth. 1stel uses a variety of methods as part of its hiring practices including the use of advertising and attending job fairs, to attract a diverse workforce with the experience and skill-sets required to meet our objectives.

By using diverse methods within the procurement processes as well, 1stel has established a working relationship with Texas Workforce commission and often use their resources to attract new, experienced employees.

Thank you for your assistance in this matter. If you have any questions concerning this filing, do not hesitate to contact me.

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