



Control Number: 28691



Item Number: 35

Addendum StartPage: 0



210 N. Park Ave.
Winter Park, FL
32789

P.O. Drawer 200
Winter Park, FL
32790-0200

Tel: 407-740-8575
Fax: 407-740-0613
tmi@tminc.com

December 22, 2003
Via Overnight Delivery

DEC 23 10:25
PUBLIC UTILITY COMMISSION
FILING CLERK

Central Records Division
Public Utility Commission of Texas
1701 N. Congress Avenue
Austin, TX 78711-3326

RE: **Project No. 28691**
Z-Tel Communications, Inc.
Workforce Diversity Plan

Dear Sir/Madam:

Please be advised by this letter that Z-Tel Communications, Inc. has less than 16 employees in Texas, none of whom are considered minorities. In addition, this company does not contract with any vendors located in Texas. For these reasons, it is Z-Tel Communications, Inc.'s understanding that it is exempt from the requirements of Public Utilities Act §52.256 and is not required to submit a Workforce Diversity Plan for implementation in Texas. As requested four (4) copies of this report have been enclosed.

Please notify me as soon as possible if further action on the part of Z-Tel Communications, Inc. is required.

To keep our records complete, please acknowledge receipt of this filing by date-stamping the extra copy of this cover letter and returning it to me in the self-addressed, stamped envelope provided for this purpose.

Questions regarding this filing should be directed to me at (407) 740-8575.

Sincerely,

Karen Gillespie
Compliance Reporting Consultant

cc: Timothy M Seat, Z-Tel Communications, Inc.

file: Z-Tel Communications, Inc. - Reporting - TX