

Control Number: 30238



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The Compliance Group, Inc.  
1420 Spring Hill Road, Suite 401  
McLean, VA 22102

THE  
**COMPLIANCE**  
GROUP

December 6, 2016

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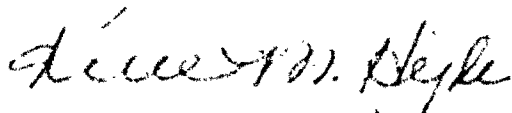
**Re: Request for Waiver - Texas Project 30238 and Project 30240**  
**Annual Workforce Diversity Progress Report (TX) (Due: December 31, 2016)**

To Whom It May Concern:

This letter is being submitted in regard to the Workforce Diversity Report and the Historically Underutilized Business Report on behalf of Vodafone US Inc. . The company has fewer than twenty five (25) employees in the state of Texas and therefore respectfully requests a waiver from these filing requirements until such time as they either have twenty five or more employees in the state of Texas or they begin to provide local service through the use of their own facilities.

Please contact Karen Hyde at Karen Hyde or [kmh@compliancegroup.com](mailto:kmh@compliancegroup.com) with any questions concerning this filing. Thank you for your assistance in this matter.

Respectfully Submitted,



Karen Hyde

On behalf of Vodafone US Inc.

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