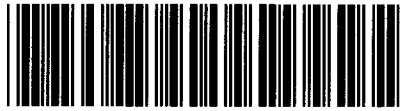




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FILING CLERK

Talk America Inc.
4001 N. Rodney Parham Rd
Little Rock, AR 72212

November 26, 2012
Via Overnight Delivery

Project No. 30240
Project No. 30238

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

RE: Talk America Inc. d/b/a Cavalier Telephone also d/b/a Cavalier Business Communications
Workforce Diversity Plan Waiver
Historically Underutilized Business (HUB) Plan Waiver

Dear Sir/Madam:


Please be advised by this letter that Talk America Inc. d/b/a Cavalier Telephone also d/b/a Cavalier Business Communications has less than 16 employees in Texas. For this reason, it is Talk America Inc. d/b/a Cavalier Telephone also d/b/a Cavalier Business Communications'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 or HUB Plan for implementation in Texas.

Per Commission mailing instructions - an original and 7 copies are included.

If further action on the part of Talk America Inc. d/b/a Cavalier Telephone also d/b/a Cavalier Business Communications is required, please notify us as soon as possible.

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

Sincerely,


TECHNOLOGIES MANAGEMENT INC.
AS ATTORNEY-IN-FACT
BY SHARON THOMAS, CONSULTANT

cc: Lezlie Young Talk America Inc. d/b/a Cavalier Telephone also d/b/a Cavalier Business Communications
file: - Reporting - TX

2010