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December 18, 2012

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1701 North Congress Avenue
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Austin, Texas 78711-3326

RE: DeltaCom, Inc. d/b/a EarthLink Business
Workforce Diversity Plan Waiver – Project Number 30240
Historically Underutilized Business (HUB) Plan Waiver – Project Number 30238

Dear Sir/Madam:

Please be advised by this letter that DeltaCom, Inc. d/b/a EarthLink Business has fewer than 16 employees in Texas. For this reason, it is EarthLink Business' 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 of this letter are included. Should you have any questions regarding this matter, please contact me at 256-382-7090 or at traci.tidmore@corp.earthlink.com.

Sincerely,



Traci Tidmore
Regulatory Compliance Manager