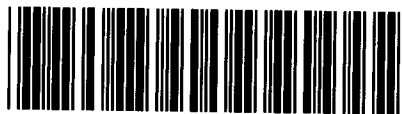




Control Number: 30240



Item Number: 2151

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Windstream Communications, Inc.
4001 Rodney Parham Road
1170 – B1F2-12A
Little Rock, AR 72212



December 3, 2013

Public Utility Commission of Texas
Attn: Filing Clerk
1701 N. Congress Ave.
Austin, TX 78711-3326

RECEIVED
2013 DEC -5 AM 10:32
PUBLIC UTILITY COMMISSION
FILING CLERK

RE: Project No. 30240 – Workforce Diversity Waiver
Project No. 30238 – Historically Underutilized Business (HUB) Plan Waiver

Dear Filing Clerk:

Please be advised by this letter that Talk America Inc. d/b/a Cavalier Telephone also d/b/a Cavalier Business Communications also d/b/a PAETEC Business Services 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 also d/b/a PAETEC Business Services' 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, original and 7 copies are included.

Please contact me at either (501) 748-5150 or lezie.p.young@windstream.com should you have any questions on the enclosed letter.

Sincerely,

A handwritten signature in black ink, appearing to read "Lezlie Young", with a stylized flourish at the end.

Lezlie Young
Consultant – Regulatory Compliance