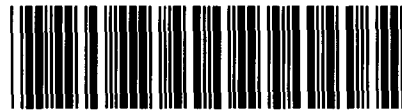


Control Number: 30240



Item Number: 2865

Addendum StartPage: 0

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

RECEIVED  
2017 DEC 21 PM 12:34  
PUBLIC UTILITY COMMISSION  
FILING CLERK



December 19, 2017

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

**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](mailto:lezie.p.young@windstream.com) should you have any questions on the enclosed letter.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lezie Young".

Lezie Young  
Consultant – Regulatory Compliance

2865