



7300 W. Boston Street  
Chandler, AZ 85226-3229

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T.R.A. DOCKET ROOM

April 20, 2009

Chairman Tre Hargett  
c/o Sharla Dillon, Dockets and Records Manager  
Tennessee Regulatory Authority  
460 James Robertson Parkway  
Nashville, Tennessee 37243-0505

Re: TCA §65-5-212

To Whom It May Concern:

Per your notice of July 15, 2008, please find enclosed an original and one copy of our updated Small and Minority-Owned Telecommunications Business Participation Plan.

Sincerely,

A handwritten signature in black ink, appearing to be 'Wayne Foster', written over a horizontal line.

Wayne Foster  
Regulatory Compliance

Enclosure

**SMALL AND MINORITY-OWNED TELECOMMUNICATIONS  
BUSINESS PARTICIPATION PLAN OF  
MITEL NETSOLUTIONS, INC.**

**I. PURPOSE**

The purpose of §65-5-212 is to provide opportunities for small and minority-owned businesses to provide goods and services to Telecommunications service providers.

Mitel NetSolutions, Inc. ("NetSolutions") is committed to the goals of §65-5-212 and to taking steps to support the participation of small and minority-owned Telecommunications businesses in the Telecommunications industry. NetSolutions will endeavor to provide opportunities for small and minority-owned Telecommunications businesses to compete for contracts and subcontracts for goods and services. As part of its procurement process, NetSolutions will make efforts to identify and inform minority-owned and small businesses that are qualified and capable of providing goods and services to NetSolutions of such opportunities.

NetSolutions' representatives may have already contacted the Department of Economic and Community Development, the administrator of the small and minority-owned Telecommunications assistance program, to obtain a list of qualified vendors. Moreover, NetSolutions will seek to increase awareness of such opportunities so that companies not otherwise identified will have sufficient information to participate in the procurement process.

**II. DEFINITIONS**

As defined in §65-5-212.

*Minority-Owned Business.* Minority-owned business shall mean a business which is solely owned, or at least fifty-one percent (51%) of the assets or outstanding stock of which is owned, by an individual who personally manages and controls daily operations of such business, and who is impeded from normal entry into the economic mainstream because of race, religion, sex or national origin and such business has annual gross receipts of less than four million dollars (\$4,000,000).

*Small Business.* Small Business shall mean a business with annual gross receipts of less than four million dollars (\$4,000,000).

**III. ADMINISTRATION**

NetSolutions' Plan will be overseen and administered by the individual named below, hereinafter referred to as the Administrator, who will be responsible for carrying out and promoting NetSolutions' full efforts to provide equal opportunities for small and minority-owned businesses. The Administrator of the Plan will be:

Wayne Foster  
Mitel NetSolutions, Inc.  
7300 W. Boston Street  
Chandler, Arizona 85226-3229  
Telephone: 602 798-7087  
Facsimile: 602 798-7067

The Administrator's responsibilities will include:

- (1) Maintaining an updated Plan in full compliance with §65-5-212 and the rules and orders of the Tennessee Regulatory Authority.
- (2) Preparing and submitting such forms as may be required by the Tennessee Regulatory Authority, including the filing of required annual updates.
- (3) Serving as the primary liaison to and cooperate with the Tennessee Regulatory Authority, other agencies of the State of Tennessee, and small and minority-owned businesses to locate and use qualified small and minority-owned businesses as defined in §65-5-212.
- (4) Searching for and developing opportunities to use small and minority-owned businesses and encouraging such businesses to participate in and bid on contracts and subcontracts.
- (5) Providing records and reports and cooperate in any authorized surveys as required by the Tennessee Regulatory Authority.

In performance of these duties, the Administrator will utilize a number of resources, including:  
Chambers of Commerce

The Tennessee Department of Economic and Community Development

The United States Department of Commerce

Small Business Administration

Office of Minority Business

The National Minority Supplier Development Counsel

The National Association of Women Business Owners

The National Association of Minority Contractors

Historically Black Colleges, Universities, and Minority Institutions

The efforts to promote and ensure equal opportunities for small and minority-owned businesses are primarily spelled out in the Administrator's duties above. Additional efforts to provide opportunities to small and minority-owned businesses will include offering, where appropriate and feasible, small and minority-owned businesses assistance with technical, insurance, bonding, licensing, production, and deadline requirements.

#### **IV. RECORDS AND COMPLIANCE REPORTS**

NetSolutions will maintain records of qualified small and minority-owned business and efforts to use the goods and services of such businesses. In addition, NetSolutions will maintain records of educational and training activities conducted or attended and of the internal procurement procedures adopted to support this plan. NetSolutions will submit records and reports required by the Tennessee Regulatory Authority concerning the Plan. Moreover, NetSolutions will cooperate fully with any surveys and studies required by the Tennessee Regulatory Authority.

By: 

Wayne Foster – Regulatory Compliance

Mitel NetSolutions, Inc.

Dated: April 20, 2009