

January 2, 2001

To All Qwest Employees:

Conducting Business with the highest ethical standards and integrity is an essential part of the Qwest character. A copy of the Qwest Code of Conduct is enclosed to help you meet these objectives. The Code and corporate policies are also available at <http://denntwsi014.qwest.net:1980/departments/compliance/index.html>. The standards of conduct contained in the Code and policies have my fullest support and that of the Qwest Board of Directors.

Once you have reviewed the Code you will be required to complete an acknowledgment statement that will be available online in the second quarter 2001. You will also be required to view a compliance training video that will be available in the second quarter 2001. If you do not review the Code, and acknowledge having done so, you and your immediate supervisor will be ineligible for the second quarter 2001 bonus.

Reminders to complete the Code acknowledgment statement will be sent in the second quarter 2001. Additional communications on the training video will be released later in the year. In the interim, call Corporate Compliance at 800-333-8938 with any questions regarding the Code, the acknowledgment statement or other concerns.

Best Regards,

Joseph P. Nacchio
Chairman & Chief Executive Officer