

EXHIBIT A-3

July 11, 2005

{Insert Name}
{Insert Address}

Re: 60-Day Notice of Facility Closing and Permanent Layoff Due to Change in Corporate Direction

Dear {Insert Name}:

You are hereby notified that your "at-will" position with VarTec Telecom, Inc., through its affiliate VarTec Resource Services, Inc. (collectively "VarTec"), will be permanently eliminated as of September 9, 2005. To be clear, your position will exist through September 9, 2005, provided that you continue to fulfill your job duties and responsibilities. Of course, if you fail to perform such duties, you are still subject to being terminated "for cause" in accordance with company guidelines.

The reason for the layoff is a change in corporate direction as a consequence of the company's bankruptcy, which will result in the company ceasing operations in Reno, Nevada. The entire Customer Care operation located at 5205 Mill Street, Reno, Nevada, 89502 is being permanently closed and all operations will cease effective September 9, 2005. Employees of all job titles and positions are affected by this closing, in particular customer service, technical support, and administrative support. Be advised that the layoff will be permanent and that there are no employee transfer rights or seniority bumping rights in effect at the Reno location with respect to affected employees.

This 60-day notice is being provided pursuant to the Worker Adjustment and Retaining Notification Act (WARN Act). In keeping with the company's regular severance practice and the provisions of the WARN Act, no severance will be paid to employees since the company is providing this notice period to affected employees.

Your final payment from VarTec will be made on September 9, 2005, and it will include all earned salary through September 9, 2005 and any accrued, but unused, vacation. Your life, medical, dental, and vision insurance will end on September 9, 2005, unless you leave employment with VarTec Telecom prior to September 9, 2005, in which case these benefits will all end on your last day of employment. Because of the COBRA Act, you are entitled to up to 18 additional months of health coverage at your expense. Information on such continued health coverage will be provided to you in the near future following your termination of employment. Please make sure the address on this letter is your current mailing address, and be sure to notify us in writing should your address change in order to ensure that future correspondence such as your W-2 form and COBRA information is sent to you at the proper address.

Please make certain not to remove and/or retain any Company property, including, but not limited to, any Company keys, access badges, computers, telephones, pagers, Company documents and employee handbooks. If you have any Company property or equipment off premises (including Company property located at your home), please complete the attached property sheet, and return the property immediately.

We understand that a change in employment can create a great deal of anxiety and concern. In order to assist you with your job search and identifying other possibilities, we will provide you with additional resources in the near future.

Should you have any questions or desire further information, please contact Judy Armstrong, Vice President Human Resources at 972-478-3540.

Thank you for your past efforts, and we wish you success in your future endeavors.

Sincerely yours,

Keith R. Henderson
Vice President, Customer Care