



C. Michael Armstrong
Chairman of the Board

295 North Maple Avenue
Basking Ridge, NJ 07920
908 221-7020

August 5, 1998

Mr. Jonathan Rosen
Attorney – AT&T
Room 3236A2
295 N. Maple Ave.
Basking Ridge, NJ 07920

Dear Jonathan,

I am writing to extend my congratulations to you on the award of the resale contract at Ameritech (ACI). This is a very important win for AT&T both from a strategic and revenue point of view.

I want to extend my personal thanks as well for the leadership and ownership you demonstrated in bringing the negotiations on this contract to a successful conclusion. I am told you burned the midnight oil for weeks on end when, as a consequence of the account team accepting VRIP, we had to ask you to act as both AE and attorney.

Thank you again for a job well done and best wishes.

Sincerely,

A handwritten signature in black ink that reads "Michael Armstrong". The signature is written in a cursive, flowing style.

Copy to:
B. Peda



Barbara P. Peda
Vice President
Wholesale Markets

Room 15D27
55 Corporate Dr.
Bridgewater, NJ 08807
908 658-6810
FAX 908 658-2745
ATTMail !peda

June 18, 1997

Dear Jonathan:

I would like to take this opportunity to express my sincere appreciation for your efforts in connection with the EDS deal.

I recognize that this endeavor required an inordinate amount of late nights and weekends and I applaud you for the energy, creativity and dedication which brought this deal to closure. This commitment to excellence by individuals like yourself is the key to exceeding our team goals in 1997.

Again, Jonathan, thank you for your contribution to this significant sale and best wishes for your continued growth and success.

A handwritten signature in cursive script, appearing to read "Barbara P. Peda".

Mr. J. Rosen
AT&T
295 N. Maple Avenue
Room 3236A2
Basking Ridge, NJ
07920



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Vice President
Wholesale Markets

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J. Rosen

Jonathan,

On behalf of the Wholesale Markets Leadership Team and myself, I would like to thank you for your efforts in securing the ACI and US West contracts. They are two of Wholesale Markets largest sales this year and your contributions were instrumental in our success. These significant market wins will go along way to help us to achieve our objectives to grow above the industry rate for 1999 and beyond.

Thank you again for your continued efforts and dedication to Wholesale Markets' success. Keep up the good work!

A handwritten signature in blue ink, appearing to read "Barbara".

Barbara Peda
Vice President
Wholesale Markets



John R. Mulhearn, Jr.
Carrier Markets Vice President

55 Corporate Drive, Room 14D16
Bridgewater, New Jersey 08807

December 2, 1998

J. S. Rosen

Jonathan,

Congratulations upon receiving your Wholesale Markets "Doing the Right Things Right" Award. You have been selected for demonstrating strong Common Bond Values and for contributing outstanding teamwork and customer focus. The strong commitment you made to work as a team to resolve a myriad of complex pricing, offer, contractual, and implementation issues was critical to closing this deal with TNS--all within just two short months!

Your hard work and dedication is instrumental to the success of Wholesale Markets, and I want to thank you again--keep doing the right things right!

Sincerely,

A handwritten signature in blue ink, appearing to be "John R. Mulhearn, Jr.", written in a cursive style.

Enclosure