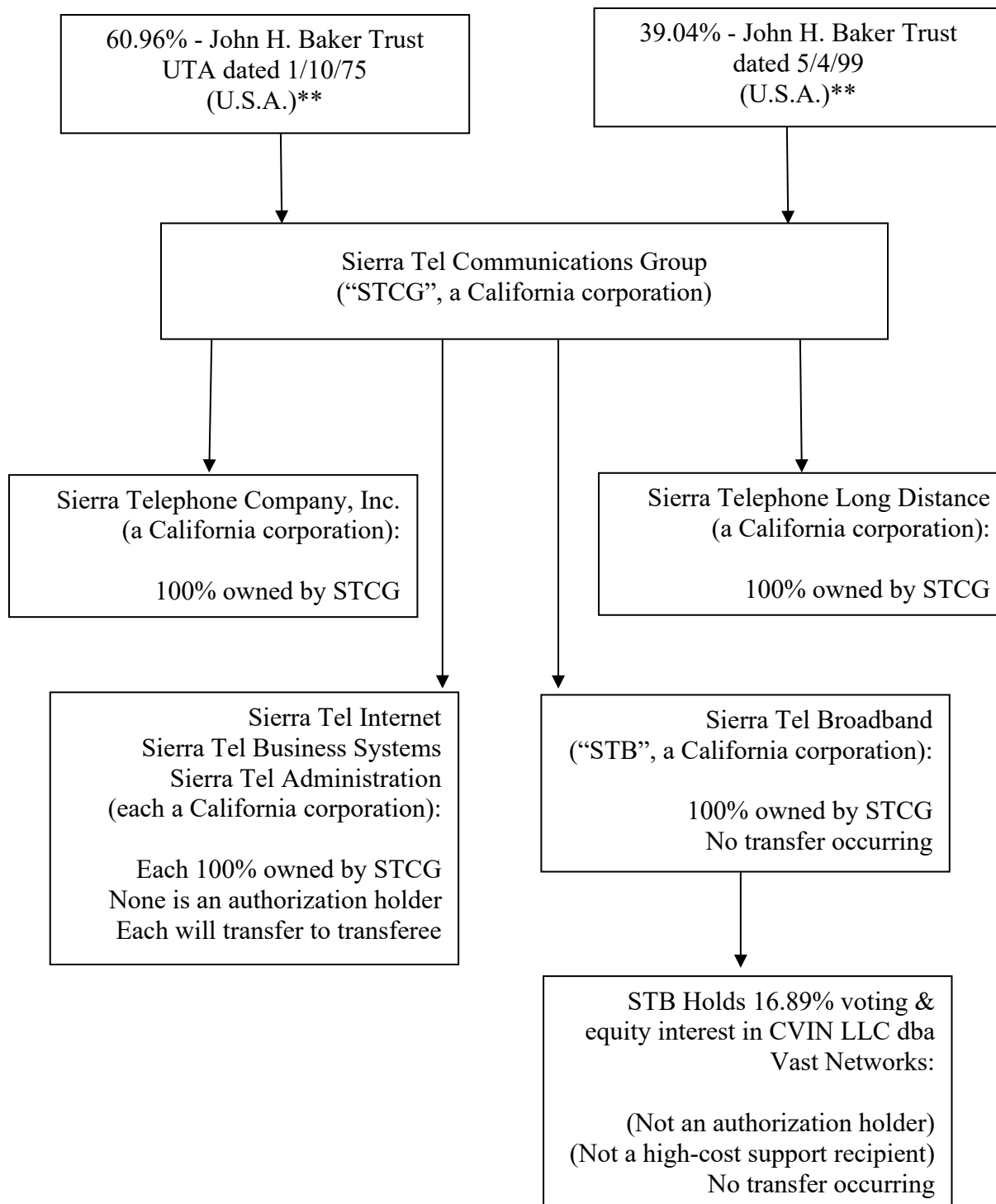


SIERRA TEL COMMUNICATIONS GROUP -VARCOMM-SIERRATEL, INC.

Attachment 3

**Sierra Group Pre-Transaction Diagram
Pre-Transaction Ownership of
Authorization Holders***



* All ownership linkages shown are direct ownership. All voting & equity percentages are the same

** Both Trusts: Trustee and Beneficiary is John H. Baker (U.S. Citizen)