

**Alcatel-Lucent Long Term Disability Plan-Management Employees
Summary of Material Modifications**

This notice, called a Summary of Material Modifications (“SMM”) with an effective date of January 1, 2015, advises you of changes in the information presented in your Summary Plan Description (sometimes called an “SPD”) applicable to management employees for the Alcatel-Lucent Long-Term Disability Plan (the “Plan”). Receipt of this SMM does not necessarily mean that you are entitled to benefits under the Plan. In order to be eligible for benefits under the Plan, you must meet the eligibility requirements of the applicable Plan. Please read this notice and retain a copy for your records.

The changes are effective as of January 1, 2015 and are as follows:

1. Any reference to the plan name as the “Alcatel-Lucent Long-Term Disability Plan for Management Employees” is replaced with the “Alcatel-Lucent Long-Term Disability Plan”.
2. Effective as of January 1, 2015, in Summary Plan Description, all references to CIGNA and/or contact information for CIGNA are replaced with “Metropolitan Life Insurance Company” also known as “MetLife”. The contact information for MetLife is:

Metropolitan Life Insurance Company
P.O. Box 14590
Lexington, KY 40511

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§This SMM describes changes to the above listed Plan that are effective as provided herein. In the case of a discrepancy between this SMM and the official plan document forth Plan, the official plan document shall control.