

Alcatel-Lucent Long-Term Disability Plan for Occupational Employees
Summary of Material Modifications

This notice, called a Summary of Material Modifications ("SMM") with an effective date of January 1, 2015 unless otherwise noted herein, advises you of changes in the information presented in the Alcatel-Lucent Long-Term Disability Plan for Occupational Employees (the "Plan") Summary Plan Description effective January 2014 (sometimes called an "SPD"). Receipt of this SMM does not necessarily mean that you are entitled to benefits under any long-term disability employee benefit plan offered by Alcatel-Lucent USA Inc. In order to be eligible for benefits under any 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. 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

2. Effective as of January 1, 2015, the attached rider is added to Appendix B of the SPD and such rider shall be applicable and considered when determining whether an individual is eligible for the benefits described in this SPD.



Metropolitan Life Insurance Company
200 Park Avenue, New York, New York 10166

CERTIFICATE RIDER

Group Policy No.: 93587-4-G

Policyholder: Alcatel-Lucent USA Inc.

Effective Date: January 1, 2015

The certificate is changed as follows:

Applicable to Certificate 2 covering Represented Employees eligible for Disability Income Insurance: Long Term Benefits.

The certificate is modified to provide for the following:

If You are Actively at Work on or after January 1, 2015, You are excluded from eligibility for insurance under this certificate, and, Your insurance, if any, under this certificate is automatically discontinued on December 31, 2014. If You are not Actively at Work due to Disability on December 31, 2014, but You return to Active Work in accordance with the return to work rules in the Recovery From A Disability provision of this certificate on or after January 1, 2015, and afterwards You become Disabled again from the same or different injury or Sickness for which You were Disabled on December 31, 2014, Your claim for Disability benefits will be subject to the terms and conditions of this certificate until You return to Active Work. If You are not Actively at Work on December 31, 2014 for a reason other than Disability, You are excluded from eligibility for insurance under this certificate, and Your insurance, if any, under this certificate is automatically discontinued upon Your return to Active Work.

This rider is to be attached to and made a part of the Certificate.