

Lucent Technologies Inc. Sickness and Accident Disability Plan

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”) for the Lucent Technologies Inc. Sickness and Accident 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.

1. Effective as of December 31, 2014 at 11:59 P.M. Eastern Standard Time, the Lucent Technologies Inc. Sickness and Accident Disability Plan was frozen to any new benefit claims by any employee or individual.
2. In order to potentially receive benefits under the Lucent Technologies Inc. Sickness and Accident Disability Plan as it was in existence prior to December 31, 2014 at 11:59 P.M. Eastern Standard Time, as of December 31, 2014 you must have been receiving benefits under the Lucent Technologies Inc. Sickness and Accident Disability Plan or, you must have had six months or more of net credited service and had a properly documented health condition pursuant to the terms and operation of Lucent Technologies Inc. Sickness and Accident Disability Plan, that could potentially, upon proper determination by the Claims Administrator, entitle you to benefits under Lucent Technologies Inc. Sickness and Accident Disability Plan.
3. Effective December 31, 2014 at 11:59 P.M. Eastern Standard Time, the Lucent Technologies Inc. Sickness and Accident Disability Plan is merged into the Alcatel-Lucent Long-Term Disability Plan for Management Employees with the Alcatel-Lucent Long Term Disability Plan for Management Employees being the surviving plan and subsequently renamed the Alcatel-Lucent Long Term Disability Plan.
4. Effective January 1, 2015, any references in the SPD to the “Lucent Technologies Inc. Sickness and Accident Disability Plan”, the “Sickness and Accident Disability Plan” or the “Plan” shall be replaced with the “Lucent Technologies Inc. Sickness and Accident Disability arrangement as provided under the Alcatel-Lucent Long-Term Disability Plan”.

§This SMM describes changes to the Lucent Technologies Inc. Sickness and Accident Disability Plan that are effective as provided herein. In the case of a discrepancy between this SMM and the official plan document, which is the Alcatel-Lucent Long-Term Disability Plan, the official plan document shall control.

5. On page 18 of the SPD, the heading “Sickness and Accident Disability Benefit Plan Identification” and the chart below are replaced as follows:

Plan Identification for the Lucent Technologies Inc. Sickness and Accident Disability Arrangement

Plan Name	The official Plan Name is the Alcatel-Lucent Long-Term Disability Plan
Plan Sponsor	The Plan Sponsor is Alcatel-Lucent USA Inc.
Plan Administrator	Alcatel-Lucent c/o Secretary, Benefit Claim and Appeal Committee 600-700 Mountain Avenue, Room 6D-401A Murray Hill, NJ 07974
Plan Records and Plan Year	The Alcatel-Lucent Long-Term Disability Plan and all its records are maintained on a calendar year basis, beginning on January 1 st and ending on December 31 st of each year.
Plan Records and Plan Year	The Alcatel-Lucent Long-Term Disability Plan is considered a “welfare plan” under the Employee Retirement Income Security Act of 1974, as amended (ERISA).
Plan Number	The Plan Number is 516.
Employee Identification Number	The Employee Identification Number is 22-3408857

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