

## **Summary of Material Modifications Alcatel-Lucent Medical Expense Plan for Management Employees and Alcatel-Lucent Dental Expense Plan for Active Employees**

This notice, called a Summary of Material Modifications (“SMM”) with effective dates as provided herein, advises you of changes in the information presented in your Summary Plan Description (sometimes called an “SPD”) for each the Alcatel-Lucent Medical Expense Plan for Management Employees and the Alcatel-Lucent Dental Expense Plan for Active Employees (each, the “Plan” and collectively, the “Plans”). Receipt of this SMM does not necessarily mean that you are entitled to benefits under either Plan. In order to be eligible for benefits under either 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 as follows:

1. Effective as of January 1, 2014, in each Summary Plan Description, the definition for the term “Lawful Spouse” is revised as follows:

**Lawful Spouse:** the person to whom you are lawfully married. Your Lawful Spouse can be a person of the same sex if you and such other person were lawfully married in a jurisdiction that recognizes same-sex marriage (even if you or your spouse reside in a state or other jurisdiction that does not recognize such same-sex marriages). Note: The term Lawful Spouse does not include individuals (whether of the same or opposite sex) who have entered into a registered domestic partnership, a civil union, or other similar formal relationship recognized under state or other law that is not denominated as a “marriage.”

If you have not already done so and wish to enroll a Lawful Spouse as an Eligible Dependent for coverage under the Plan in year 2014, please call the Alcatel-Lucent Benefits Center between December 2 and December 9, 2013 at phone number 1-888-232-4111.

2. Effective as of July 1, 2013, in each Summary Plan Description, “Alcatel-Lucent Managed Solutions LLC” is deleted as a Participating Company.

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