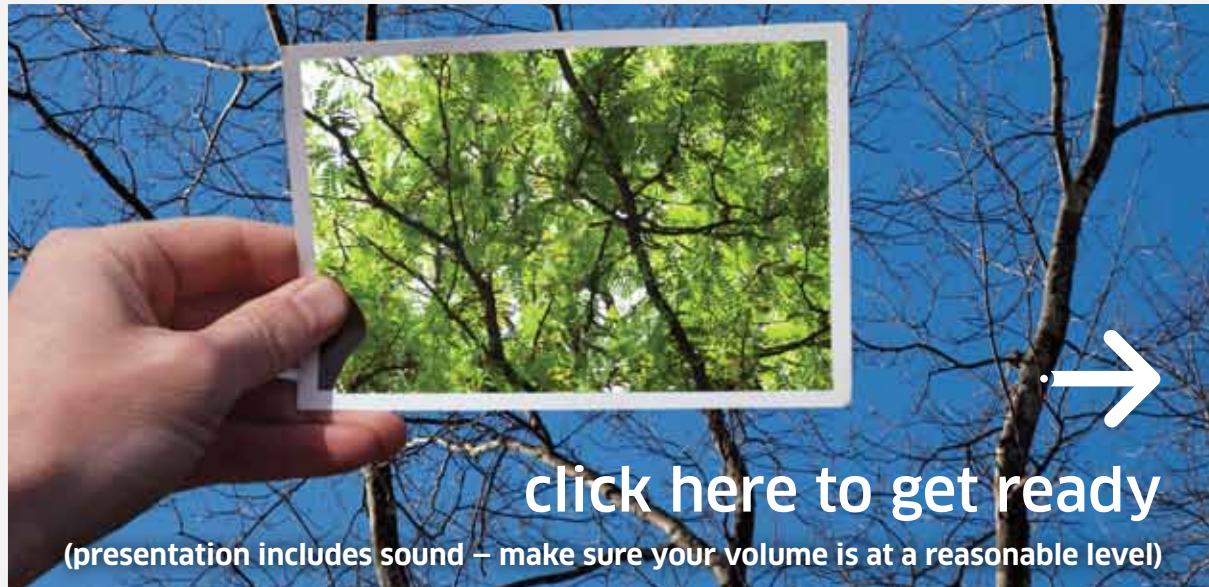


2013 ANNUAL OPEN ENROLLMENT

2013 U.S. Benefits: Get Ready for the Annual Open Enrollment Period –
Distributed to U.S. Management Employees*

ONLINE ONLY:
October 8, 2012 –
October 21, 2012

ONLINE AND PHONE:
October 22, 2012 –
November 2, 2012



All of your 2013 enrollment materials can be reviewed online. Please consider the environment before printing these materials.

[Click here](#) to bypass the presentation, and go directly to annual open enrollment information on the BenefitAnswers Plus website.

*For purposes of employee benefits, the term “Management Employee” is used to describe anyone who is eligible for plans with the management plan design. It refers to U.S.-based Alcatel-Lucent employees, who are not U.S. union-represented employees, covered under the terms of their applicable bargaining agreements.

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2013 annual open enrollment materials will be posted to the [BenefitAnswers Plus website](#) and [NA Benefits](#) page for your reference.

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