

## 2016 ANNUAL OPEN ENROLLMENT

2016 U.S. Benefits: The Annual Open Enrollment Period Starts September 28, 2015 – Distributed to U.S. Management Employees\*



**ONLINE ONLY:**  
**September 28, 2015 –**  
**October 4, 2015**

**ONLINE AND PHONE:**  
**October 5, 2015 –**  
**October 16, 2015**

All of your 2016 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.

This information applies to employees of all participating companies. This information does not apply to U.S. employees covered by the terms of a collective bargaining agreement, or employees of subsidiaries or joint ventures who maintain their own health and welfare plans.

2016 annual open enrollment materials will be posted to the [BenefitAnswers Plus website](#) and [NA HR Portal – Understand Benefits](#) page for your reference.

This email is being distributed over a two-day period, so employees in the same location may not receive it at the same time as others. Please do not respond to this email.