

Legal Notices

Alcatel-Lucent Medical Expense Plan for Management Employees, Alcatel-Lucent Medical Expense Plan for Occupational Employees, Alcatel-Lucent Dental Expense Plan for Active Employees and Alcatel-Lucent Vision Care Plan (for Occupational Employees) (the "Plans")

Disclosure of Medical Expense Plans' "Grandfathered" Status

Notice is hereby given of the Plans' status as "grandfathered health plans" within the meaning of the Patient Protection and Affordable Care Act, as amended by the Health Care and Education Reconciliation Act of 2010 (collectively, "PPACA"). Under PPACA, a plan that is a grandfathered health plan is exempt from some — but not all — of the consumer protections of PPACA. For example, grandfathered health plans are generally required to make coverage available to adult children of participants until age 26 (the Plans are complying with this requirement) and generally may not impose "lifetime" limits on benefits (the Plans meet these requirements). On the other hand, grandfathered health plans are not required to provide coverage for "preventive" health services without cost-sharing (the Plans impose some cost-sharing). An HMO's status as a grandfathered health plan is not governed by Alcatel-Lucent and; therefore, the possibility exists that certain HMOs either do not currently qualify or may not continue to qualify for grandfathered status in the future. If you have questions regarding which consumer protections apply and which consumer protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the Alcatel-Lucent Benefits Center at 1-888-232-4111 (1-212-444-0994 if calling from outside the United States, Puerto Rico or Canada), from 9:00 a.m. to 5:00 p.m., Eastern Time (ET), Monday through Friday. Participants and beneficiaries may also contact the U.S. Department of Labor's Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa/healthreform. (This Web site has a table summarizing which protections do and do not apply to grandfathered health plans.)

Health Insurance Portability and Accountability Act of 1996 ("HIPAA")

If you are a participant in the Alcatel-Lucent Medical Expense Plan for Management Employees, or the Alcatel-Lucent Medical Expense Plan for Occupational Employees, and/or the Alcatel-Lucent Dental Expense Plan for Active Employees and/or the Alcatel-Lucent Vision Care Plan (for Occupational Employees) (the "Plans"), your personal health information is private. HIPAA requires the Plans to inform you of the availability of a notice about the Plans' privacy practices and legal duties, and your rights concerning your health information received and/or created by the Plans. You can print a copy of the Plans' Notice of Privacy Practices for your records at any time from the BenefitAnswers Plus Web site at www.benefitanswersplus.com. You may also request a copy by calling 1-908-582-4727.

Women's Health and Cancer Rights Act of 1998 Notice

The Women's Health and Cancer Rights Act of 1998 ensures that medical plans that cover mastectomies also cover certain related reconstructive surgery. A covered woman who has a mastectomy can elect the following procedures after consulting with her physician and be assured of plan coverage for these expenses:

- Reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment required as a result of physical complications for all stages of mastectomy, including lymphedemas.

Coverage is subject to all of the terms of the plan including applicable copayments, deductibles and/or coinsurance provisions. For more information, contact your health plan's Member Services.

Premium Assistance Under Medicaid and the Children's Health Insurance Program (CHIP)

If you or your children are eligible for Medicaid or CHIP and you are eligible for health coverage from your employer, your State may have a premium assistance program that can help pay for coverage. These States use funds from their Medicaid or CHIP programs to help people who are eligible for these programs, but also have access to health insurance through their employer. If you or your children are not eligible for Medicaid or CHIP, you will not be eligible for these premium assistance programs.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a State listed below, you can contact your State Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, you can contact your State Medicaid or CHIP office or dial **1-877-KIDS NOW** or www.insurekidsnow.gov to find out how to apply. If you qualify, you can ask the State if it has a program that might help you pay the premiums for an employer-sponsored plan.

Once it is determined that you or your dependents are eligible for premium assistance under Medicaid or CHIP, as well as eligible under your employer plan, your employer must permit you to enroll in your employer plan if you are not already enrolled. This is called a "special enrollment" opportunity, and **you must request coverage within 60 days of being determined eligible for premium assistance**. If you have questions about enrolling in your employer plan, you can contact the Department of Labor electronically at www.askebsa.dol.gov or by calling toll-free 1-866-444- EBSA (3272).

If you live in one of the following States, you may be eligible for assistance paying your employer health plan premiums. The following list of States is current as of July 31, 2012. You should contact your State for further information on eligibility –

ALABAMA – Medicaid	COLORADO – Medicaid
Web site: http://www.medicaid.alabama.gov Phone: 1-855-692-5447	Medicaid Web site: http://www.colorado.gov/ Medicaid Phone (In state): 1-800-866-3513 Medicaid Phone (Out of state): 1-800-221-3943
ALASKA – Medicaid	
Web site: http://health.hss.state.ak.us/dpa/programs/medicaid/ Phone (Outside of Anchorage): 1-888-318-8890 Phone (Anchorage): 907-269-6529	
ARIZONA – CHIP	FLORIDA – Medicaid
Web site: http://www.azahcccs.gov/applicants Phone (Outside of Maricopa County): 1-877-764-5437 Phone (Maricopa County): 602-417-5437	Web site: https://www.flmedicaidtprecovery.com/ Phone: 1-877-357-3268
	GEORGIA – Medicaid
	Web site: http://dch.georgia.gov/ Click on Programs, then Medicaid, then Health Insurance Premium Payment (HIPPI) Phone: 1-800-869-1150

IDAHO – Medicaid and CHIP	MONTANA – Medicaid
Medicaid Web site: www.accesstohealthinsurance.idaho.gov Medicaid Phone: 1-800-926-2588 CHIP Web site: www.medicaid.idaho.gov CHIP Phone: 1-800-926-2588	Web site: http://medicaidprovider.hhs.mt.gov/clientpages/clientindex.shtml Phone: 1-800-694-3084
INDIANA – Medicaid	NEBRASKA – Medicaid
Web site: http://www.in.gov/fssa Phone: 1-800-889-9949	Web site: www.ACCESSNebraska.ne.gov Phone: 1-800-383-4278
IOWA – Medicaid	NEVADA – Medicaid
Web site: www.dhs.state.ia.us/hipp/ Phone: 1-888-346-9562	Medicaid Web site: http://dwss.nv.gov/ Medicaid Phone: 1-800-992-0900
KANSAS – Medicaid Web site: http://www.kdheks.gov/hcf/ Phone: 1-800-792-4884	
KENTUCKY – Medicaid	NEW HAMPSHIRE – Medicaid
Web site: http://chfs.ky.gov/dms/default.htm Phone: 1-800-635-2570	Web site: http://www.dhhs.nh.gov/oii/documents/hippapp.pdf Phone: 603-271-5218
LOUISIANA – Medicaid	NEW JERSEY – Medicaid and CHIP
Web site: http://www.lahipp.dhh.louisiana.gov Phone: 1-888-695-2447	Medicaid Web site: http://www.state.nj.us/humanservices/dmahs/clients/medicaid/ Medicaid Phone: 1-800-356-1561 CHIP Website: http://www.njfamilycare.org/index.html CHIP Phone: 1-800-701-0710
MAINE – Medicaid Web site: http://www.maine.gov/dhhs/ofl/public-assistance/index.html Phone: 1-800-977-6740 TTY: 1-800-977-6741	
MASSACHUSETTS – Medicaid and CHIP	NEW YORK – Medicaid
Web site: http://www.mass.gov/MassHealth Phone: 1-800-462-1120	Web site: http://www.nyhealth.gov/health_care/medicaid/ Phone: 1-800-541-2831
MINNESOTA – Medicaid	NORTH CAROLINA – Medicaid
Web site: http://www.dhs.state.mn.us/ Click on Health Care, then Medical Assistance Phone: 1-800-657-3629	Web site: http://www.ncdhhs.gov/dma Phone: 919-855-4100

MISSOURI – Medicaid	NORTH DAKOTA – Medicaid
Web site: http://www.dss.mo.gov/mhd/participants/pages/hipp.htm Phone: 573-751-2005	Web site: http://www.nd.gov/dhs/services/medicalserv/medicaid/ Phone: 1-800-755-2604
OKLAHOMA – Medicaid and CHIP	UTAH – Medicaid and CHIP
Web site: http://www.insureoklahoma.org Phone: 1-888-365-3742	Web site: http://health.utah.gov/upp Phone: 1-866-435-7414
OREGON – Medicaid and CHIP	VERMONT – Medicaid
Web site: http://www.oregonhealthykids.gov http://www.hijossaludablesoregon.gov Phone: 1-877-314-5678	Web site: http://www.greenmountaincare.org/ Phone: 1-800-250-8427
PENNSYLVANIA – Medicaid	VIRGINIA – Medicaid and CHIP
Web site: http://www.dpw.state.pa.us/hipp Phone: 1-800-692-7462	Medicaid Web site: http://www.dmas.virginia.gov/rcp-HIPP.htm Medicaid Phone: 1-800-432-5924 CHIP Web site: http://www.famis.org/ CHIP Phone: 1-866-873-2647
RHODE ISLAND – Medicaid	WASHINGTON – Medicaid
Web site: www.ohhs.ri.gov Phone: 401-462-5300	Web site: http://hrsa.dshs.wa.gov/premiumpymt/Apply.shtm Phone: 1-800-562-3022 ext. 15473
SOUTH CAROLINA – Medicaid	WEST VIRGINIA – Medicaid
Web site: http://www.scdhhs.gov Phone: 1-888-549-0820	Web site: www.dhhr.wv.gov/bms/ Phone: 1-877-598-5820, HMS Third Party Liability
SOUTH DAKOTA – Medicaid	WISCONSIN – Medicaid
Web site: http://dss.sd.gov Phone: 1-888-828-0059	Web site: http://www.badgercareplus.org/pubs/p-10095.htm Phone: 1-800-362-3002
TEXAS – Medicaid	WYOMING – Medicaid
Web site: https://www.gethipptexas.com/ Phone: 1-800-440-0493	Web site: http://health.wyo.gov/healthcarefin/equalitycare Phone: 307-777-7531

To see if any more States have added a premium assistance program since July 31, 2012, or for more information on special enrollment rights, you can contact either:

U.S. Department of Labor
Employee Benefits Security Administration
www.dol.gov/ebsa
1-866-444-EBSA (3272)

U.S. Department of Health and Human Services
Centers for Medicare & Medicaid Services
www.cms.hhs.gov
1-877-267-2323, Ext. 61565

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