

REMINDERS

- **You will not receive your annual open enrollment communication materials in the mail. Materials will be available online at www.benefitanswersplus.com on September 24, 2012.**
- **Online-only enrollment:**
October 8 – November 4
- **Phone and online enrollment:**
November 5 – November 16
Be sure to take action before Friday, November 16, 2012 at 5:00 p.m., ET. Late enrollments will not be accepted.
- Personalized benefits coverage and cost information available at <http://resources.hewitt.com/alcatel-lucent> on October 8, 2012
- New Summary of Benefits and Coverage (SBC) available at <http://resources.hewitt.com/alcatel-lucent> on October 8, 2012

**ANNUAL OPEN
ENROLLMENT 2013:

FIND OUT
WHAT IS
HAPPENING
SO YOU WILL
BE READY**



The annual open enrollment period for your 2013 Alcatel-Lucent health and welfare benefits coverage is:

NOVEMBER 5, 2012 – NOVEMBER 16, 2012

(Look inside to find out about an earlier online-only enrollment period and more...)

FOR PARTICIPANTS IN THE ACTIVE REPRESENTED PLAN DESIGN

**NO YELLOW ENVELOPE:
YOU WILL NOT RECEIVE YOUR ANNUAL OPEN ENROLLMENT
COMMUNICATION MATERIALS IN THE MAIL THIS YEAR**

Instead, you may view your annual open enrollment communication materials online at www.benefitanswersplus.com starting on **September 24, 2012**. In addition, around the time the annual open enrollment period begins on November 5, 2012, **you will receive a mailing from Alcatel-Lucent with details about what is changing for 2013 as well as important legal information.**



As part of our corporate environmental commitment, the same information you previously received in the mail will now be available to you online:

**WHAT YOU RECEIVED IN
THE MAIL LAST YEAR**

Information and
Action Guide

Benefits At-a-Glance and
Resource Contact
Information booklet



**WHERE YOU WILL FIND
IT THIS YEAR**

www.benefitanswersplus.com
starting on
September 24, 2012

Personalized Enrollment
Worksheet



See your personalized health
and welfare coverage
options and costs at
[http://resources.hewitt.com/
alcatel-lucent](http://resources.hewitt.com/alcatel-lucent)
starting on October 8, 2012

Please note: If you do not have Internet access, you may contact the Alcatel-Lucent Benefits Center at 1-888-232-4111 beginning on September 24, 2012 to request printed copies of your annual open enrollment materials. **It may take up to 10 days to receive your materials so plan accordingly. Late enrollments will not be accepted.**

**NEW SUMMARY OF BENEFITS AND COVERAGE (SBC) AVAILABLE
ONLINE ON OCTOBER 8, 2012**

The Affordable Care Act (healthcare reform law) requires that employers provide employees with SBC(s) in order to compare health plans when making decisions and enrolling in coverage. SBC(s) for the health plans you are enrolled in will be available to view on the YBR website at <http://resources.hewitt.com/alcatel-lucent> beginning on October 8, 2012.

**LONG-TERM CARE INSURANCE (LTCI): ENROLLMENT DEADLINE
EXTENDED TO DECEMBER 31, 2012**

Eligible employees and family members can enroll in the MetLife LTCI program until December 31, 2012. If interested, you must request an enrollment kit from MetLife by calling 1-800-984-8651 before November 30, 2012. Completed applications must be received by MetLife no later than December 31, 2012. Visit www.benefitanswersplus.com for more information.

**NEW ONLINE-ONLY
ENROLLMENT PERIOD:
October 8, 2012 –
November 4, 2012**

This year, you will have an opportunity to make your elections on the Your Benefits Resources™ (YBR) website beginning Monday, October 8, 2012 at 9:00 a.m., Eastern Time (ET), through Sunday, November 4, 2012.

During this time, you may view your 2013 coverage and costs, and enroll or make changes to your 2013 coverage – online only – at <http://resources.hewitt.com/alcatel-lucent>.

You will not be able to call the Alcatel-Lucent Benefits Center to enroll in or make changes to your 2013 coverage, or to ask questions about your 2013 plan options and pricing, until the annual open enrollment period begins on Monday, November 5, 2012 at 9:00 a.m., ET.

**YOU WILL NEED YOUR
YBR PASSWORD**

You will need your YBR password to access your personalized benefits information and enroll. If you do not remember your YBR password, you can request a new one through the YBR website. It can be sent to you by email, if you previously added your email address to the YBR website, or by U.S. mail. Through the mail, it may take up to 10 days to receive your password. If you do not have Internet access, contact the Alcatel-Lucent Benefits Center at 1-888-232-4111.

Your Benefits Resources is a trademark of Hewitt Associates LLC.