

Summary of Material Modifications Alcatel-Lucent Retirement Income Plan

This notice, called a Summary of Material Modifications (“SMM”), advises you of changes in the information presented in your Summary Plan Description (sometimes called an “SPD”) for the Alcatel-Lucent Retirement Income Plan (the “Pension Plan” or the “ALRIP”) or any predecessor plan in which you might have participated that was merged into the ALRIP.

Please do two things:

1. Read this notice, and
2. Retain a copy of this notice for your records.

The changes are as follows:

1. DEFINITION OF LAWFUL SPOUSE

The Pension Plan’s definition of “Lawful Spouse” (which is relevant to your right to elect certain forms of distribution under the Pension Plan and for other purposes) has changed. The new definition, which is applicable for annuity starting dates (benefit commencement dates) occurring on or after September 16, 2013, is 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 and your spouse reside in a state or other jurisdiction that does not recognize 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.’

For annuity starting dates (benefit commencement dates) occurring before September 16, 2013, the Pension Plan’s definition of “Lawful Spouse” is unchanged. It is:

Lawful Spouse: a person of the opposite sex who is recognized as your lawful husband or lawful wife under the laws of your state of residence (even if your state of residence grants or recognizes same-sex marriages).

An “annuity starting date” (or “benefit commencement date”) is the first day of the first period for which benefits are paid to you from the Pension Plan as an annuity (or in another form permitted under the Pension Plan).

2. OTHER RESOURCES

Subpoenas relating to the Pension Plan should be served directly to:

Alcatel-Lucent Law Division
600-700 Mountain Avenue
Room 3A-206
Murray Hill, NJ 07974