

Mr. Phillippe Camus
Alcatel-Lucent Board of Directors
148/152 route de la Reine,
Boulogne-Billancourt, Il-de-France, France

Dear Mr. Camus:

I am a retiree and former employee of Alcatel-Lucent. Throughout my employment with the company, I have witnessed many transitions, mergers, and change of ownership. This latest acquisition by Nokia has brought about a new concern and one that I hope you will address.

Just prior to Nokia's acquisition of Alcatel-Lucent, the company notified the Unions (Communications Workers of America (CWA) and International Brotherhood of Electrical Workers (IBEW)) that it would transfer pensioners and assets from the union pension plan to the company's management pension plan. I write to express and explain my concerns regarding this action.

Over the years, the Unions and company have agreed that excess assets from the union retirees' pension plan would be used to help cover those retirees' medical and dental costs, death benefits, and life insurance. This source of funding is critically important for our retirement security. Unfortunately, Alcatel-Lucent has endangered that funding by transferring a group of union retirees, along with excess pension assets, into a management pension plan. Those excess assets will now be used to bolster funding of the management plan, rather than to protect union members' retirement benefits.

Taking money from union retirees to offset corporate liabilities may make the company look good to Wall Street, but it violates the company's obligations to its retired unionized employees. The excess assets in the union plan were intended to protect benefits we bargained over—benefits we were promised in exchange for lower wages.

I am absolutely opposed to this transfer scheme. It violates the company's contractual and statutory duties. Moreover, it jeopardizes the retirement security upon which I relied and for which I planned over my many years of loyal service to this company. Please right this wrong by instructing Alcatel-Lucent to return the retired union workers and their funding back where they belong.

Regards,