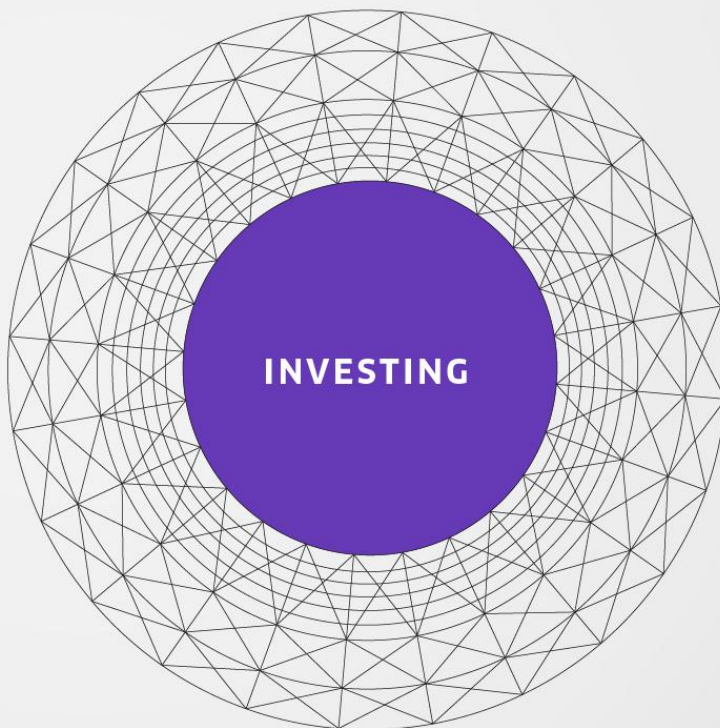


WELCOME



Alcatel-Lucent The Shift Plan

February 2014



“We have demonstrated today that we are well on track to meet The Shift Plan’s objectives. We have repositioned our company as a specialist in IP and Cloud Networking, as well as in Ultra-Broadband Access, and we are seeing strong commercial traction in these segments. We have strengthened our balance sheet through the success of financing actions taken to reduce and reprofile our debt. Overall, we have made significant progress to improve competitiveness, both in terms of profitability and innovation. Looking ahead, we are fully focused on implementing, delivering and executing The Shift Plan by the end of 2015.”

Michel Combes
CHIEF EXECUTIVE OFFICER
February 6, 2014

Alcatel-Lucent
Leadership team

CORPORATE
FUNCTIONS



Nicole Gionet
HUMAN RESOURCES



Tim Krause
MARKETING



Jean Raby
FINANCE & LEGAL



Michel Combes
CHIEF EXECUTIVE OFFICER

TRANSVERSAL
FUNCTIONS



Philippe Guillemot
OPERATIONS



Philippe Keryer
STRATEGY &
INNOVATION

BUSINESS
LINES



Basil Alwan
IP ROUTING
& TRANSPORT



Dave Geary
WIRELESS



Federico Guillén
FIXED NETWORKS



Andrew McDonald
IP PLATFORMS

Alcatel-Lucent
At a glance

1000+

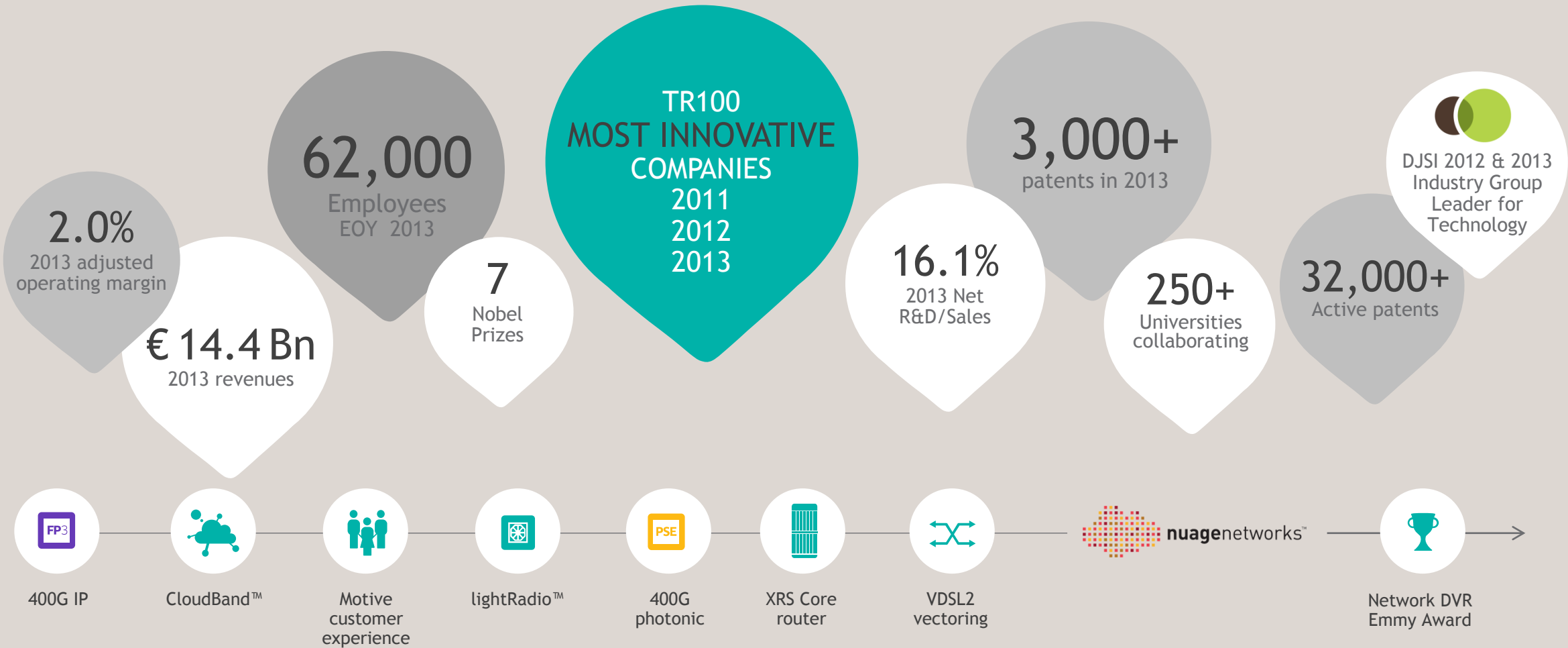
Customers
(network operator)

500K+

Customers
(enterprise)

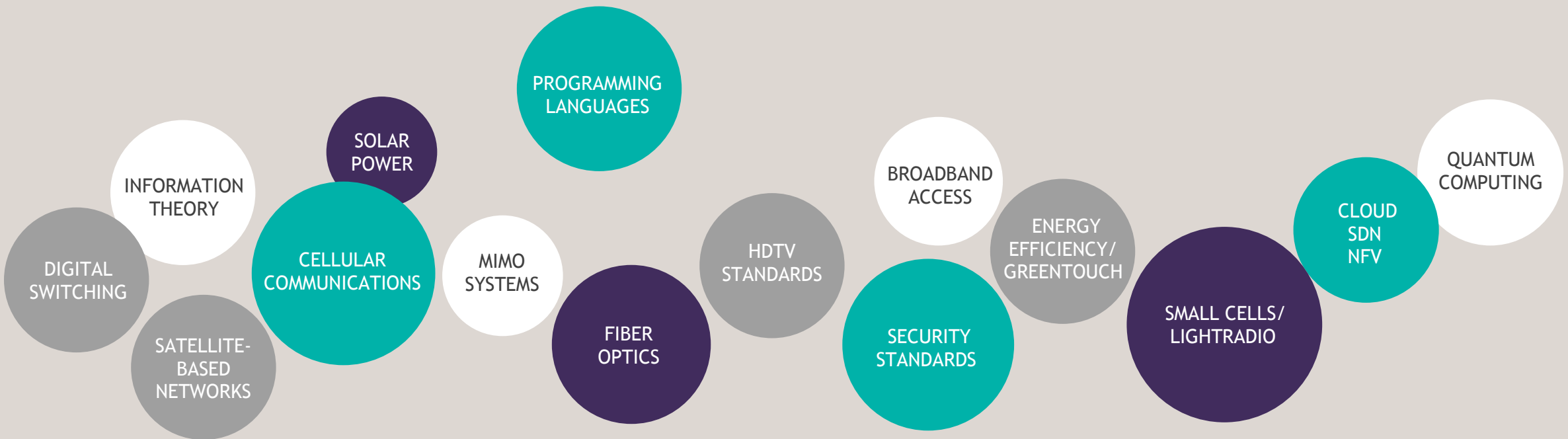
1M+

Networks



Bell Labs

Foundation for our innovations



LEADERSHIP

DEPTH AND BREADTH OF EXPERTISE

IMPACT

14,900+	4	250+	7	12	4	32,000+
Pending Patent Applications	Japan Prize Winners	Universities collaborating	Nobel Prizes	Nobel Prize Laureates	Turing Prize Winners	Active patents

Corporate sustainability
A business imperative



Eco-sustainability

Lead eco-sustainable innovation to provide energy efficient, environmentally sustainable networks and innovative solutions that meet growing bandwidth demands



Our people

Create a diverse and highly skilled workforce able to meet our customer demands for reliable, quality service



Digital inclusion

Realize the potential of a connected world by developing and deploying affordable communication solutions for people everywhere, expanding their social and economic opportunities



MEMBER OF
Dow Jones Sustainability Indices
In Collaboration with RobecoSAM



ROBECOSAM
Sustainability Award
Industry Leader 2014

ROBECOSAM
Sustainability Award
Gold Class 2014



2013
CSR Rating
GOLD
ecoVadis



World 120
vigeo



Europe 120
vigeo



France 20
vigeo



FTSE4Good

The Shift Plan

A game changer

FROM

Telecom equipment generalist

One large segment with no
P&L ownership by business

Fragmented R&D

Cost structure not at peer level

Unsustainable financial structure

TO

IP Networking &
Ultra-Broadband specialist

Four main businesses with differentiated
management & full P&L accountability

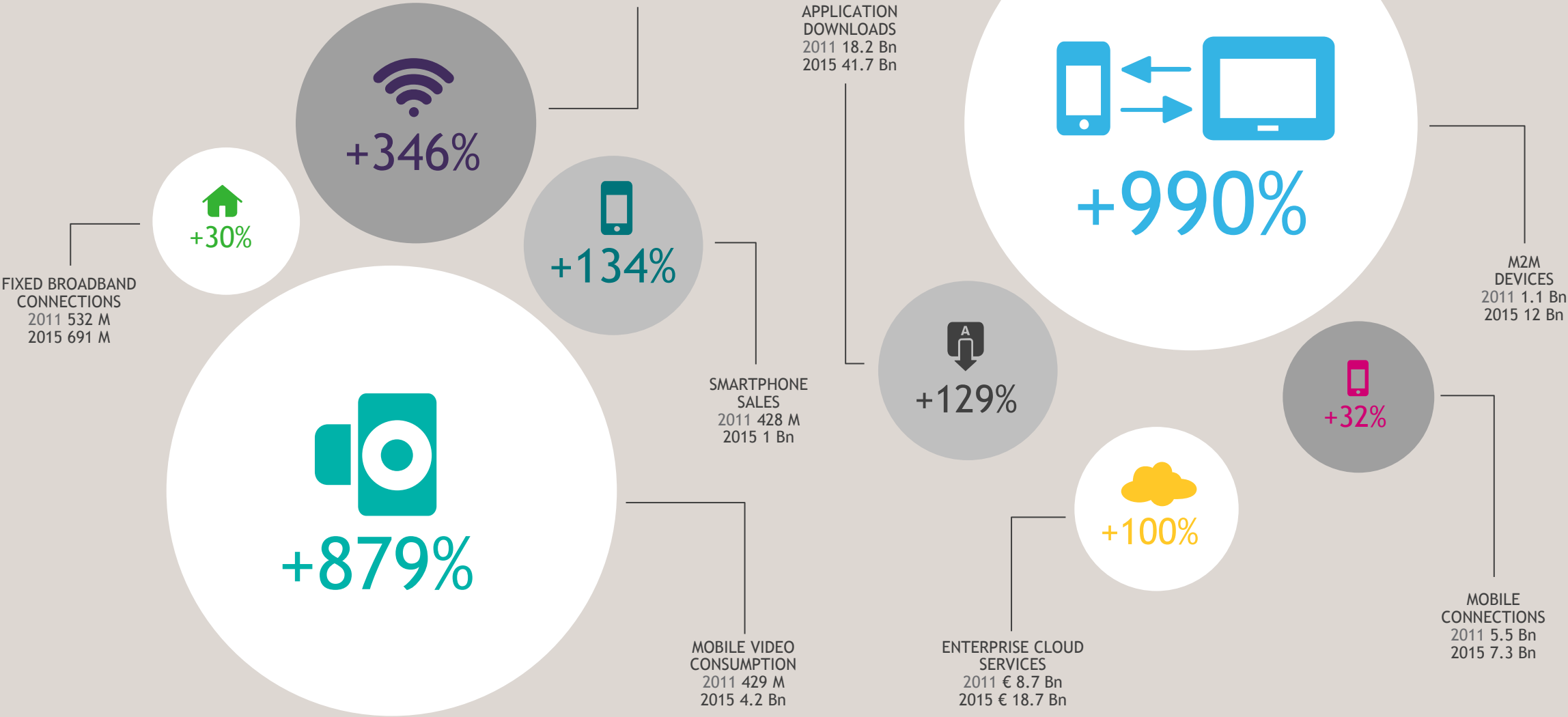
- IP routing and transport
- IP platforms
- Fixed access
- Wireless

Refocus and unlock innovation

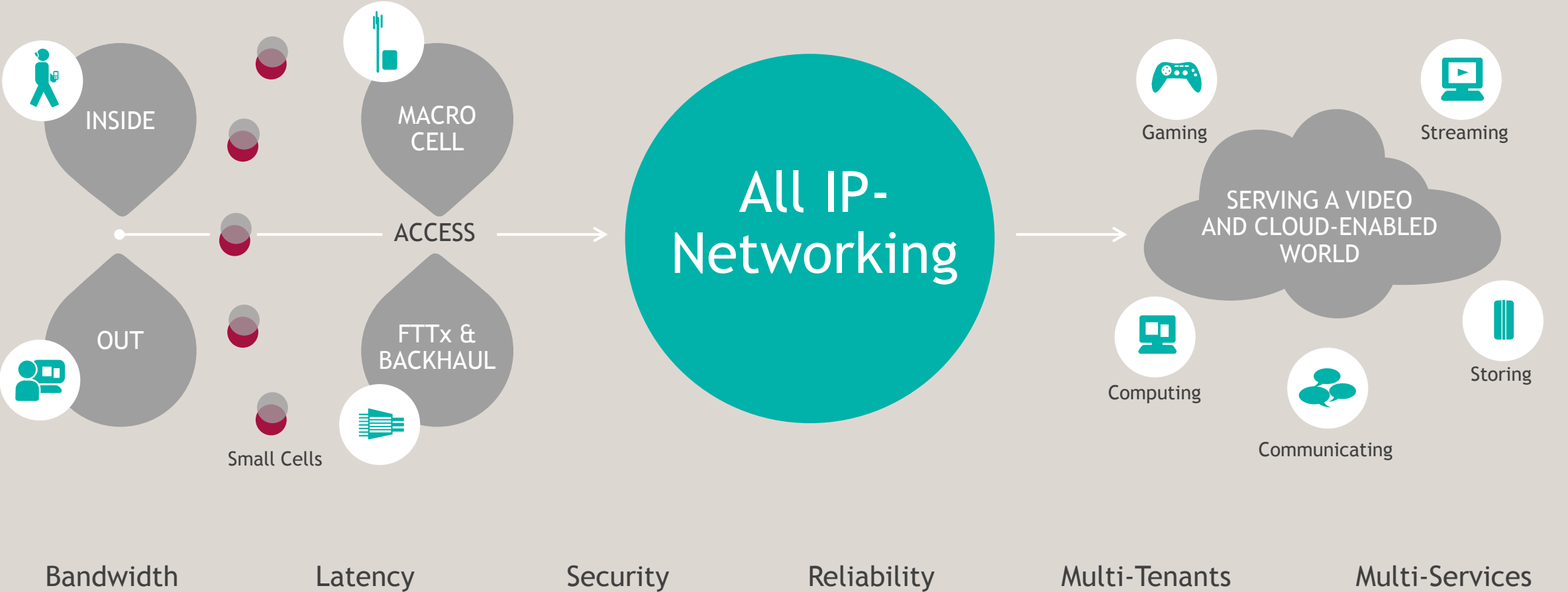
€ 1 Bn of fixed costs savings

Self-funded plan & financial sustainability

Industry Trends
A fast growing industry



Network
The essential bridge



The starting points

Our strong assets

WINNING PRODUCTS & SERVICES

In Core Networking
with IP and 100G

In Platforms with IMS & Customer
experience management

In Ultra-Broadband Access with vectoring,
FTTx, LTE & Small cells

STRONG CUSTOMER RELATIONSHIPS

With Tier 1 operators and large
Strategic Industries across the world

In key regions of North America,
China & Europe

In Core & Access of the network

STRONG INNOVATION CAPABILITIES

Over € 2 Bn in R&D
and Bell Labs

20,000 engineers

32,000+ active patents and
14,900+ patent applications

The Shift Plan

Our industrial ambition

FROM

Across all domains

Non-attached services push

Mixed positions

Gradual pruning

Solution-driven

Global direct sales footprint

Adjacencies as a derivative

Limited use of partners

GENERALIST

TO

IP NETWORKING, ULTRA-BROADBAND⁽¹⁾

PRODUCT RELATED SERVICES

BUSINESSES IF LEADING POSITION

ACCELERATED

FOCUSED

MORE CHANNELS

AS A PRIORITY

EXTENSIVE USE

SPECIALIST

(1) Including leading capabilities/assets in the Products and Services related to these domains



UNIVERSITY RELATIONS

.....
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Alcatel·Lucent



TIME

Time Reporting:

➤ There will be a task within RedCarpet that will have the timesheet template and instructions on where and how to submit your time during your first week.

➤ Time must be submitted by **12:00pm (central)** every **Thursday** to the NA HRDC at HRDC.NAR@HR-atYourService.alcatel-lucent.com

➤ There may be times where you are required to turn in earlier. Our HR Data Center will send you an email.

➤ If your manager asks you to enter time into another tool (Lawson, Pars etc) still submit your time to the data

center.

Name	Student Name Student HRID	
Work Week	##	
Week Day	Date	Actual Hours Worked
Saturday	dd/mm	
Sunday	dd/mm	
Monday	dd/mm	8
Tuesday	dd/mm	8
Wednesday	dd/mm	6
Thursday	dd/mm	10
Friday	dd/mm	8
Total Hrs		40

TIME & PAY

Time Reporting:

- Students are paid for **all** hours worked.
- Overtime: You must get your managers approval before you work overtime.
 - If overtime is not approved it should not be worked.

Paychecks:

- Will be sent via direct deposit every Thursday.
- Paychecks are issued each week and are paid out one week in arrears.

That means:

- First check will be paid during your second working week
- Last paycheck will be paid one week after your term ends.
- Federal and/or State taxes will be deducted from your paycheck where applicable. This is in compliance with federal and/or state law.

END OF TERM

You will receive an email with important end of term information about two weeks prior to your end date.

- Be sure to update your address before you leave for your W-2

If your end date moved to a later date...

- Let your University Relations contact know the new end date asap
- If you need to renew your work authorization you must inform your University Relations contact at least **three weeks** prior to your scheduled end date.

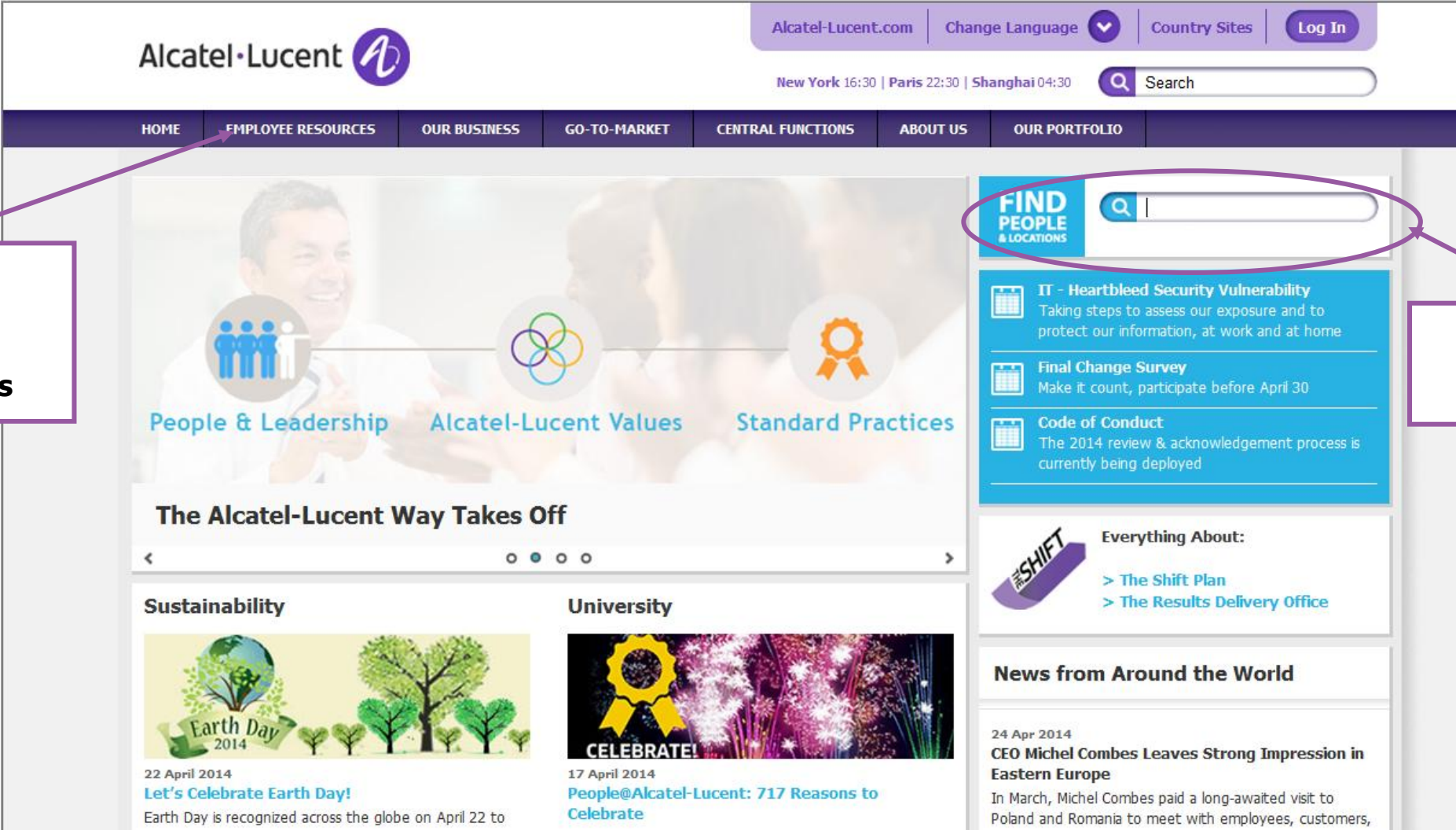


NEW EMPLOYEE ORIENTATION

HR SUPPORT FOR NORTH AMERICA EMPLOYEES

ALCATEL-LUCENT INTRANET

Access the Alcatel-Lucent Home page at <http://all.alcatel-lucent.com/wps/portal>.



Resources
&
Country Sites

Employee
Directory

START MAKING THE MOST OF ALCATEL-LUCENT'S PROFESSIONAL NETWORK!



Increase awareness of others and the business
beyond your work group

Getting Started

- **Login:** <https://engage.alcatel-lucent.com> with your **CSL/CIP**
 - It may take 24-78 hours for your CSL/CIP to be available in Engage
 - Access issues? You can call the Helpdesk: <http://all.alcatel-lucent.com/help>
- **Introduce Yourself:** <https://engage.alcatel-lucent.com/edit-profile!input.jspa>
- **Learn the Basics:** <https://engage.alcatel-lucent.com/docs/DOC-1200>
- **Need More Support:** <https://engage.alcatel-lucent.com/community/help>

“Engage allows the company to work viral, to have a freedom of exchange that no other mechanism will allow.”

TRAINING AND EDUCATION

Alcatel-Lucent University

- Part of a global network of training centers
- Provides educational opportunities for employees and customers
- Offers instructor-led courses, e-learning, discussion groups, recommended readings and outside course
- Offers the Virtual Campus, an online Learning Management System

Visit the Alcatel-Lucent University at

http://all.alcatel-lucent.com/wps/portal/hr/alu_na

Alcatel•Lucent
UNIVERSITY

... enabling customers, partners
and employees to achieve their
strategic business objectives.

AMERICAS HOME PAGE

The Americas home page contains business updates and links to important information. Access the Human Resources Home page in the left hand navigation.

The screenshot shows the Alcatel-Lucent Americas Home Page. The header includes the Alcatel-Lucent logo, the URL 'Alcatel-Lucent.com', a 'Change Language' dropdown, and 'Country Sites'. A search bar is also present. The main navigation bar includes links for HOME, EMPLOYEE RESOURCES, OUR BUSINESS, GO-TO-MARKET, CENTRAL FUNCTIONS, ABOUT US, and OUR PORTFOLIO. On the left, a 'Country Sites' sidebar lists various regions, with 'North America' highlighted. The main content area features a large banner image of the Empire State Building and a call to action: 'Welcome to the North America intranet (formerly the Americas intranet). Below you will find links to local resources for employees in the North America region. For employees in CALA, resources can be found on the [CALA](#) page or the [Brazil](#) page. For local news, check out the location Engage pages.' Below this, there are 'Quick Links' sections for 'Human Resources' and 'Payroll'. The 'Human Resources' section includes links to the 'Main North America HR website', 'HR Service Center', and 'North America HR Policies'. The 'Payroll' section includes links to 'Canada Payroll', 'U.S. Payroll', and 'Payroll Help Center'. On the right, there are 'Messages' and 'Organization Announcements' sections. A purple box labeled 'Useful links & information' points to the 'Employee Resources' link in the main navigation bar. Another purple box labeled 'Human Resources Home Page' points to the 'Main North America HR website' link in the 'Human Resources' section.

Alcatel-Lucent

Alcatel-Lucent.com | Change Language | Country Sites

New York 12:56 | Paris 18:56 | Shanghai 01:56 | Search

HOME | EMPLOYEE RESOURCES | OUR BUSINESS | GO-TO-MARKET | CENTRAL FUNCTIONS | ABOUT US | OUR PORTFOLIO

Country Sites

Belgium
Brazil
Bulgaria
Caribbean & Latin America
Alcatel-Lucent CIS
France
Germany
Italy
Middle East, Turkey & Africa
The Netherlands
Nordic & Baltics
North America
About Us
Americas Lead to Order
LGS Innovations
Facilities Management
Human Resources
Online Tools & Resources
Poland
Portugal
Romania
Russia
Serbia
Eastern Europe South

North America
Employee Resources | Country Sites

Useful links & information

Welcome to the North America intranet (formerly the Americas intranet). Below you will find links to local resources for employees in the North America region. For employees in CALA, resources can be found on the [CALA](#) page or the [Brazil](#) page. For local news, check out the location Engage pages.

Quick Links

Human Resources

- [Main North America HR website](#)
- [HR Service Center](#)
- [North America HR Policies](#)

Payroll

- [Canada Payroll](#)
- [U.S. Payroll](#)
- [Payroll Help Center](#)

Engage

- CALA: <https://engage.alcatel-lucent.com/>
- Calabasas, Calif: <https://engage.alcatel-lucent.com/>
- Dublin, Ohio: <https://engage.alcatel-lucent.com/>
- Murray Hill, New Jersey: <https://engage.alcatel-lucent.com/groups/murray-hill>

SharePoint Transformation in the Americas

Messages | RSS | ?

Compliance Alerts 10 Dec 2012
Compliance Alert – New Corporate Publication and Talks Clearance Policy

Compliance Alerts 12 Sep 2012
Compliance Alert – Non-Retaliation Policy

Organization Announcements | RSS | ?

AN 20 Nov 2012
Americas Organization Announcement: Supply Chain and Logistics

AN 28 Sep 2012
Global Customer Delivery: Sprint Network Vision Project

AN 29 Aug 2012
Americas L20/B&P Shared Service Center Organization

AN 20 Aug 2012


NORTH AMERICA HR HOME PAGE

Find basic HR information customized for Employees and People Managers. Visit the HR Service Center page to navigate to the HR Transaction Center.

Visit the Policy Guide page to get information regarding Time Off, Compliance, Work Life...etc.


North America Human Resources

Employee Resources | Country Sites | North America | Human Resources



Resources

- Approval Guidelines
- HR Contacts - Global
- Organization Charts
- Payroll (U.S.)**
- Payroll (Canada)**
- Policy Guide**
- Transaction Center

Tier 1 - HR Intranet.	Tier 2 - <u>HR at Your Service.</u>	Tier 3 - HR Partners.
<p>This site contains information about:</p> <ul style="list-style-type: none">• Programs and Policies• Checklists• Tools and resources• <u>Transaction Center</u> (update personal and payroll data)	 <div><h4>HR at Your Service</h4><p>You may contact HR at Your Service for the following purposes:</p><ul style="list-style-type: none">• General HR inquiries• Employee and Manager Self-Service• HR Portal navigation support• HR Policies and Forms• HR Process and Program questions• Questions on HR Tools</div>	<p><u>HR Partners</u> are aligned organizationally and provide support to the leadership team in the following areas:</p> <ul style="list-style-type: none">• Strategic initiatives• Resolution of complex issues• Coaching• Organizational development

NORTH AMERICA PAYROLL HOME PAGE



Visit the North America Payroll Home page where you will find links to Time Reporting, Pay Slips, recent Payroll Communications and more:

<http://payroll.web.alcatel-lucent.com/default2.htm>

For Payroll Questions Contact ADP GlobalView Service Center at 877-331-5692 or Create a ticket under the My tickets tab within the ADP GlobalView site.

NORTH AMERICA HR SERVICE CENTER

Access to the HR Transaction Center is available from this page: <http://all.alcatel-lucent.com/wps/portal/regions/na/hr/hrsc>

North America HR Service Center

Regions | Americas | Human Resources | North America Human Resources




A central resource for HR support, the North America HR Service Center provides high-quality, timely and consistent HR service to employees across North America. Our centralized model ensures quick, accurate and confidential resolution of issues, and escalation to a subject matter expert when required.

HR Transaction Center: On this site you can update your personal and professional information yourself and People Managers can perform HR transactions for direct reports.

How to reach the North America HR Service Center (HRSC)

Customer Center	Business Data Center
Customer Center Contact Information	Data Center Contact information
By Phone: 1-888-582-3684	By e-mail: na.hrhc@alcatel-lucent.com
By Fax: 1-972-477-1133	By Fax: 1-972-477-8149
By e-mail: HRSC.NAR@alcatel-lucent.com	
Hours of Operation	Hours of Operation
9:00 am - 6:00 pm (ET) Monday to Friday	9:00 am - 6:00 pm (ET) Monday to Friday

Access to the Transaction Center

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HR TRANSACTION CENTER

To update your personal and professional data, access the Transaction Center
(link can be found on the Alcatel-Lucent NA HR Home Page under Services.)



Please enter your Corporate Short Login (CSL) and Password

Corporate Short Login *e.g.: bsmith*

Password

Login

By clicking on the Login button, you agree to the [Alcatel-Lucent global privacy policy](#).

To reset and change your password, use [SOSpassword](#)

Think 'Security' - Always **lock your computer** (Ctrl+Alt+Del, Lock computer) when left unattended.

HR TRANSACTION CENTER

Employee's Transactions are initiated by the employee and do not require additional approvals.

Step-by-step instructions for employees and managers



Employee Transaction Instructions

Select One

Employee's Transactions (US)

Personal Data	Professional Data
Name	Business Title
Home/Mail Address	Phone Numbers
Emergency Contacts	Room # /Mail Drop
Direct Deposit	Education
Tax Withholding (Form W-4)	Honors/Awards
Personal Email	Languages
Self-Identification	Licenses/Certifications
Citizenship	Professional Memberships
Marital Status	Training
Dependents	
Absence/Sickness/Injury Reporting	

US Payroll Links

- Payroll Website
- Payroll Help Ticket
- Employment Verification
- Time Reporting (TRI)

Policy Information

Go to the [Alcatel-Lucent North America HR Policy Guide](#).

Approval Guidelines

Employee's Transactions do not require additional approvals. For Manager's Transactions, refer to the [NA HR Approval Guidelines](#).

For Managers

Access to Manager's reports and other information.

Contact HR

US & Canada employees: contact the [NA HR Service Center](#). All other countries: refer to the [global HR support contact list](#).

Contact the NA HR Service Center if you need help contacts for other regions are also listed here.

HR TRANSACTION CENTER

Employee's Transactions for new hires should include:

- Emergency Contacts
- Direct Deposit
- Tax Withholding Status
- Self-Identification

ions (US)

Personal Data	Professional Data
Name	Business Title
Home/Mail Address	Phone Numbers
Emergency Contacts	Room # /Mail Drop
Direct Deposit	Education
Tax Withholding (Form W-4)	Honors/Awards
Personal Email	Languages
Self-Identification	Licenses/Certifications
Citizenship	Professional Memberships
Marital Status	Training
Dependents	
Absence/Sickness/Injury Reporting	

Self-Identification

As a federal contractor of the U.S. Government, Alcatel-Lucent must be able to identify the race/ethnicity and gender of each employee and, where possible, each applicant for employment as part of our affirmative action requirements pursuant to applicable law.


Regarding race/ethnicity and gender only, the Company is required to identify this data for its employees and you are encouraged to comply. If you choose not to, there is no adverse treatment: however the Company will determine your race/ethnicity and gender as directed by government regulations based upon visual observation in order to complete federal reporting requirements.

<http://all.alcatel-lucent.com/wps/portal/region/na/hr/usselfid>

United States Employee Self Identification

Employee Resources | Country Sites | North America | Human Resources | North America Human Resources

Requirements
Frequently Asked Questions
Contacts
Begin the Process

 United States Data Collection

As a federal contractor of the U.S. Government, Alcatel-Lucent must be able to identify the race/ethnicity and gender of each employee and, where possible, each applicant for employment as part of our affirmative action requirements pursuant to applicable law.

Given the inefficiencies of collecting this data via paper, combined with the ever changing definitions of race/ethnicity, disability and veteran status published by the U.S. Federal Government, we have developed a user-friendly online tool for employees and applicants to enter or update their gender, race/ethnicity, disability, or veteran status at any time. We encourage you to review your identity record so that you are familiar with our Affirmative Action requirements and the categories of information we ask you to provide in accordance with applicable law. The HR Service Center (1-888-582-3684) will provide assistance regarding use of the online tool, alternative forms of response or the information requested.

Requirements

Race/Ethnicity and Gender Data: Both Federal Title VII of the Civil Rights Act, as amended, and Executive Order 11246 require federal contractors to collect and maintain race/ethnicity, and gender data for employees and in some cases, for applicants. The Company is required to file an annual report in which data is reported in the aggregate to the Equal Employment Opportunity Commission (EEOC). The data is also used to conduct analysis of the Company's affirmative action plans and diversity measurements, which is confidential and only shared as necessary.

Frequently Asked Questions

Q. [Do I need to provide any documentation?](#)

A. No documentation is required for self-identification.

Q. [Can I identify in more than one category?](#)

A. You can only identify in one race category; however, you can identify in more than one of the other categories. For example, you can identify as an African-American, Male, Disabled.

Q. [What if I don't want to identify my race?](#)

A. Regarding race/ethnicity and gender only, the Company is required to identify this data for its employees and you are encouraged to comply. If you choose not to, there is no adverse treatment: however the Company will determine your race/ethnicity and gender as directed by government regulations based upon visual observation in order to complete federal reporting requirements.

Q. [Who do I contact if I have questions?](#)

A. See the Contacts section below.

Q. [How will the Company use this information?](#)

A. The Company will use the information to complete mandatory government reports and to monitor our diversity efforts. Individual information is kept confidential to the extent possible and reported data is provided in the aggregate.

Q. [What if I report my information and then it changes?](#)

A. You can update your information at any time.

Q. [What if I am unable to access the online Self Identification tool?](#)

A. Contact the HR Service Center at 1-888-582-3684 for assistance.

Contacts

For any questions call 1-888-582-3684 prompt #6, then 3 or send an e-mail to hrsc.nar@alcatel-lucent.com

Begin the Process

United States Self Identification Tool

Back to top

IT SERVICES

Visit the Alcatel-Lucent IT Home page at <http://all.alcatel-lucent.com/itservices>.



IT Services include the following:

- ✓ Collaboration Tools
- ✓ Voice
- ✓ Intranet & Internet
- ✓ Desktop & Laptop
- ✓ E-mail
- ✓ Mobility
- ✓ Printing
- ✓ Security

IT Support/IT Help Desk:

<http://all.alcatel-lucent.com/help>

1 (888) 443-4243

- ✓ Global Help Desk (GSD) Phone Number List
- ✓ Email Requests
- ✓ Escalations
- ✓ Feedback
- ✓ IT Connect Portal
 - ✓ One stop shop to IT resources
 - ✓ Log incidents and view status
 - ✓ Chat with agent



ASSISTANCE & TRAINING

Contact the HR Service Center at 888-582-3684 or send email to HRSC.NAR@HR-atYourService.alcatel-lucent.com.

Hours of Operation
9:00 a.m. to 6:00 p.m. ET

Self-paced online transaction overviews are available at the following links:

- [HR Transaction Overview for Employees](#)
- [HR Transaction Overview for Supervisory Managers](#)

(change to slide show view to activate links)

US UNIVERSITY RELATIONS TEAM

The UR team is here to help...

Team:

J.J. Garcia - (972) 477-0336

Elna Rony – (972) 477 – 1585

Michele Heath – (972) 477-4981

Swapnali Ghorpade – (703)-466-8838

Nidhi Chawla – (703)-466-8832

AT
THE
SPEED
OF
IDEAS

www.alcatel-lucent.com