

## PREEMPLOYMENT INVENTION / INTELLECTUAL PROPERTY QUESTIONNAIRE

Alcatel-Lucent takes very seriously its obligations to prevent the wrongful disclosure or other misuse of another party's confidential or proprietary information. Accordingly, we ask prospective employees to answer the following questions to ensure that placing the prospective employee in an inappropriate work assignment will not breach such obligations.

Please answer "yes" or "no" to each of the following questions. If your response is "yes" to any of the questions, please attach a detailed explanation and contact the Employment Department person whose name appears on the bottom of the reverse side of the form (under "For Internal Company Use Only"). This is extremely important in order to resolve any potential employment problems prior to your start of employment. Due to the importance of these matters, please understand that unresolved issues can result in the rescindment of an offer or termination of employment if unresolved issues are discovered after placement on payroll.

1. Excluding inventions previously made at Alcatel-Lucent, do you have an "interest" in any invention/patent (by inventorship, ownership, license, or right to control) which may be related to Alcatel-Lucent products, services, business or technology? If your answer is yes, please describe the invention/patent (using less than three sentences and without providing confidential information), state the status of the invention/patent (i.e. patented, application pending, description published, etc.), and identify all who have an interest in it.

Yes \_\_\_\_\_

No                     

2. Will you need to bring onto Alcatel-Lucent premises or use in your work at Alcatel-Lucent any proprietary/confidential materials or information that belongs to others? If yes, in order for you to bring or use such materials or information in your work, a non-disclosure agreement must be entered into with the owner of the information (assuming they are willing to do so). Therefore, you must describe, in a non-confidential manner, the nature of the information, who owns or controls it, how you intend to use it, and for what purpose.

Yes \_\_\_\_\_

No                     

3. Are you under any obligation with a current or former employer, university, or others (through means such as employment agreements, invention and/or copyright assignments, policy, etc.) that would require you to assign to them rights to inventions, copyrightable works, or any results of the work done by you while working for Alcatel-Lucent? If you answer yes, attach a copy of the document that describes the obligation. NOTE: If you currently have a valid document from another party that you believe entirely releases you from any such obligation, answer "yes" to this question and attach a copy of the release.

Yes \_\_\_\_\_

No                     

4. Alcatel-Lucent cannot place you in a work assignment where your work at Alcatel-Lucent is so similar to your work elsewhere that by the very nature of the assignment you would be required to use proprietary/confidential information or techniques learned from your prior or current employer or university. Excluding generally known or academic knowledge or skills, have you learned elsewhere any proprietary/confidential information or techniques concerning specific products, services, or businesses which you will likely have to use to perform your work at Alcatel-Lucent?

Yes \_\_\_\_\_

No                     

5. Have you executed an agreement not to compete or are you under any obligation that restricts or interferes with your employment with Alcatel-Lucent?

Yes \_\_\_\_\_

No                     

Complete Reverse Side



PREEMPLOYMENT INVENTION / INTELLECTUAL PROPERTY QUESTIONNAIRE

To be completed by prospective employee.

Erin Lechner  
Print Name Only

3550953  
Talep ID\*

[Signature]  
Signature

5/20/15  
Date Signed

Murray Hill NJ  
Work Location (City, State)

Remember - If you answered "yes" to any of the questions, attach the information requested. Also, we may need to speak with you. Please give us phone numbers where you can be reached.

(1) 201-317-3254

( ) \_\_\_\_\_

\* Used solely for record keeping purposes, to distinguish between those with identical or similar names

For Internal Company Use Only:

.....

Employment Department Contact (print name)

Phone Number

Fax Number

Hiring Manager (print name)

Phone Number

Resourcing Attorney (print name)

Phone Number

Fax Number

Results of Attorney Review

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

For use only by Alcatel Lucent and its affiliates

Please submit a copy of the completed and signed Agreement within three (3) business days of receipt to the Alcatel Lucent Outsourcing team by scanning the entire Agreement and emailing to the Outsourcing Team at [outsourcing\\_nar@frsyourservice.alcatel-lucent.com](mailto:outsourcing_nar@frsyourservice.alcatel-lucent.com).

Then please mail the original completed and signed Agreement to:

Alcatel Lucent  
HRDC M/S: 601-HRPLN  
601 Data Drive  
Plano, Texas 75075