



The LRO Connection

SPRING NEWSLETTER

THE LRO – 10 YEARS SERVING RETIREES



President's Column

Joseph.dombrowski@mac.com

As many of our members may already be aware, Ken Raschke, the LRO's founding President and long-time board member, passed away suddenly in October of 2012. Ken, a former Manufacturing Vice President at the

North Carolina Works, was a great leader and wonderful man whose contributions to the growth of this organization were simply immeasurable. I want to begin this newsletter by personally expressing the deep sorrow of all of our board members and support staff at this loss. We offer our collective condolences to his wife Joanne and to his family.

The year 2013 represents 10 years since the founding of the LRO, and it is altogether appropriate that we take the time to recognize and pay tribute to Ken and to those other early leaders whose vision and determination helped establish and grow this organization. I urge you to read the LRO 10th Anniversary article following this column that tells the history of the LRO along with its present day focus. I hope you will also find interest in many of the other articles. The LRO Pension Column provides an update on the funding status of the management pension plan as of year-end 2012.

2013 brings many challenges as the nation attempts to deal with a debt crisis and concerns over entitlement spending impacting retirees. The LRO will be working closely with the National Retiree Legislative Network (NRLN) to monitor and to represent retiree interests in the debate. Read the Legislative Affairs column for more information on our legislative initiatives.

Finally, in early February, new membership cards were issued to all active LRO members, and included with those cards, was a handy tear-away card containing important retiree contact numbers for your personal use. I hope you will find these cards to be useful. If you have not yet renewed your dues or become a member, we urge you to use the membership form found on the last page of this newsletter. Your annual dues payment is important in sustaining this organization. Maintaining a website, publishing a newsletter, hosting regional meetings and supporting legislative initiatives through the NRLN require resources. We hope we can count on your continued support.

Enjoy the newsletter! - - Joe

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LRO's 10th Anniversary – A Tribute to Ken Raschke and Founding Leaders

In the fall of 2002, retiree Jim Goodman placed a telephone call to fellow retiree Eli Shaff asking for his support in forming an organization of Lucent and its former Western Electric and AT&T Network Systems

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retirees to represent their common retiree interests. After serious discussion, both were in total agreement that, in a fast evolving telecommunications market place, an organization dedicated to monitoring Lucent and speaking out on issues of importance to retirees would play an important role. Knowing that a highly respected and well known retiree was needed to head such an organization, they immediately contacted Ken Raschke. Ken concurred with this idea and agreed to become the founding President of the new Lucent Retirees Organization (LRO). With the aid of several other retirees who offered special skills to the organization, the LRO was officially formed in early 2003.



Founding Officers (L-R)
Ken Raschke, Bob Janish, Eli Shaff, Jim Goodman

Little did Ken and his core leadership team envision that, when the LRO observed its 10th anniversary in 2013, it would be the strong, vibrant organization that it is today with over 13,000 members. Ken did envision, however, that the LRO needed to become a strong voice for the preservation of the pensions, health care and other benefits earned by retirees of Lucent. Further, he recognized that many of the LRO members had strong ties to Lucent's customers, and he believed that the LRO could help support the continued loyalty of those customers to Lucent products and systems.

The LRO's small, dedicated group of core leaders placed their energies toward growing the organization from its original 68 members. The organization chart below lists those early, founding leaders, some of whom are still active today in either the LRO or NRLN.

Early LRO Leaders

Officers

Ken Raschke – President

Jim Goodman – Vice President

Elli Shaff – Secretary

Bob Janish – Treasurer

Regional Directors

Bill Banton, Bob Sellinger, Phil MacLaren, Bill Kadereit, Hal Worley, Janel Seymour, Walt Ehmer, Howie King, Randall Brown

Advisors Roger Bullock, Wood Nordenholz, Dawn Truax, Matt Carr

Legal – Mike Bard, Chuck Graves, Marc Epstein

Public Relations – Ed Beltram

Pensions/Benefits – Bill Kadereit, Herb Zydny

Technology – Joe Sciulli, Dom Gurrera

Newsletter - Gary McKee

Shortly after its formation, the LRO commissioned a representative to participate in an annual meeting in Washington D.C. of the National Retiree Legislative Network (NRLN). The purpose was to learn about that organization's mission to support federal legislation to protect retiree interests. As a result, the LRO has maintained a supportive relationship with the NRLN that has included the placement of several LRO members in key leadership positions, thus assuring NRLN sensitivity to the interests of Lucent retirees.

The early years were often contentious between Lucent Technologies executives and the LRO. LRO leaders monitored the pension and other key benefit funds and pursued differences with Lucent executives on several retiree issues. In 2003, the LRO supported an unsuccessful lawsuit to challenge Lucent's cancellation of the Death Benefit. In 2005 it supported a lawsuit that challenged Lucent's handling of health care benefits. That lawsuit was successful, and eligible retiree participants of the class action received compensation.

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Despite these early differences, the LRO has worked hard over the years to maintain close relationships with key Lucent and now Alcatel Lucent (A-L) executives. Regular contact takes place between the LRO and A-L Benefit representatives on problem issues affecting individual retirees. In addition, periodic face-to-face meetings are held with A-L executives to discuss major retiree issues and to receive direct input from A-L regarding the business environment and the likely impact on retirees. These exchanges, we believe, are mutually beneficial, and the LRO is grateful to the A-L executives for their cooperation and forthright sharing of information.

Perhaps there is no greater role for the LRO today than in the sharing of important information among retirees. The LRO keeps a watchful eye on the pension and group life insurance funds, as well as A-L health care offerings. In addition, legislative issues impacting retirees are monitored and acted upon through our relationship with the NRLN. Through our website, our newsletter, and from our regularly scheduled regional meetings, we bring information to our LRO membership. Our very popular regional meetings bring former colleagues together to not only gain information, but also to share memories.

As we look back on the LRO's ten years, we pay tribute to Ken Raschke and to all of our early leaders whose vision and hard work were so vital to the growth of this organization. To our membership, we say thanks for your support and for your generous dues that fund the many LRO activities in support of retirees. As we look to the future, we know it is important to develop a new generation of LRO leaders. We encourage any retiree who desires to become a part of the LRO leadership team to contact your regional director as shown on the last page of this newsletter. We look forward to hearing from you.



REGIONAL LRO NEWS

The LRO continues to receive positive feedback from our membership regarding our scheduled regional meetings that bring retirees together for updates on issues of importance to all. In 2012, the LRO hosted meetings in Kansas City, MO; Chicago, IL; Baltimore, MD; Santa Clara, CA; Pleasanton, CA; and finished the year in December with a meeting in Morristown, NJ. Upwards of 250 retirees attended the Morristown meeting, which had been delayed due to the impact of super storm Sandy.

The Board has budgeted four regional meetings in the year 2013. Locations will be identified at the annual LRO board meeting now scheduled for April in Dallas. Retirees in the target areas will receive communication as plans are formalized. The LRO website at www.lucentretirees.com will also carry information regarding scheduled dates and locations.

We urge all of our retirees to attend meetings that are scheduled in your area. Bring your friends who may not yet be a member of the LRO. All Lucent retirees are welcome.

LRO Benefits Team

Ron Hoth – rhoth@triad.rr.com
Herb Zydney – eherb@att.net



The healthcare open enrollment in 2012 went well. Although there was a change in the "Yellow Envelope" mailing, Alcatel-Lucent did a good job of mailing out the necessary open enrollment materials. The visitors to

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the LRO Benefit Team website, www.lucentretirees.com, were up considerably from last year. There were numerous postings on the LRO Message Board; one topic had over 1,000 views.

Until the next enrollment begins, those who become Medicare eligible should review their options by visiting www.medicare.gov. Alcatel-Lucent will forward you an introductory package for you to read. And be sure to contact your state health insurance information service (SHIP) and seek the available comparative healthcare and Rx plan data they have for your area. They can be extremely helpful! Call 1-800-MEDICARE to get their phone and website or, go to the LRO website and click on Benefits Team and then the "Help in Your State" link, and get the contact information for your state. If a spouse is not Medicare eligible, be sure to carefully review the options that coordinate with the retiree's choices.

Thanks to all of you who attended one of the Regional Membership Meetings that were held in 2012. Your general input, questions and suggestions were most helpful. We also continue to appreciate the continued support from the A-L Corporate Benefits Organization better enabling us to respond to your submitted benefit related questions and problems.

The changes to health insurance in the Affordable Care Act (ACA), otherwise known as "Obamacare", are not significant to us in 2013. Retiree-only health plans, like Alcatel-Lucent's, are exempt from many of the ACA provisions. The LRO Benefits Team will be working in advance of the next open enrollment in the fall to be sure the ACA's impact on us is communicated in an understandable format.

LRO Pension Column

Frank Minter - fcminter@aol.com



The following is a quote from the Alcatel-Lucent (A-L) earnings announcement of the financial results for the full year 2012:

"Alcatel-Lucent reminds that according to the regulatory perspective – which determines the funding requirements- and to preliminary assessment of the company' US plans, no extra funding contribution will be required through at least 2016."

On a combined basis (management and represented) the pensions funds have assets of \$ 32.7 billion and obligations of \$ 30.0 billion. Therefore, the excess assets are \$2.7 billion. Because of the excess assets in the represented pension plan, \$ 505 million was transferred to pay healthcare and life insurance benefits for the formerly represented retirees.

The management plan has assets of \$ 19.0 billion at year-end and \$ 19.6 billion in obligations, which is a funded level of 96.8%. This is an improvement over the 2011 funding level of 95.2%. This improvement was the result of increases in assets of about \$ 300 million with no change in the obligations.

It is important to keep in mind that these results are based on accounting requirements. Shortly after April 30, 2013, you will receive the Annual Funding Notice, which will contain results based on actuarial requirements and also market value reporting. While there is no expectation that there will be major differences, there will be some because of different reporting requirements.

A-L continues to follow a conservative approach to the investment of plan assets. Currently only 11% of plan assets are invested in equities and 74% in fixed income securities. The remaining 15% are in real estate and private equity.

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Management retirees should be aware of the probability that the return on pension assets will likely be greater than the increase in pension obligations. This has resulted from the 2008 plan freezing, whereby, no new employees entered the plan, and the 2009 change, whereby, current active participants would no longer earn additional pension credits. In 2012 this provision produced \$ 930 million euros in income to A-L.

In 2012 an offer was made of a lump sum buyout to those entitled to deferred, vested pensions. A-L reported an income statement credit of \$ 174 million that was the difference between the assets used to pay the benefit and the removal of pension obligations.

Bottom line, the pension plan continues to be funded at an acceptable level that should not cause worry among retirees.

Legislative Affairs

Bob Martina - rfjm9870@aol.com



discuss issues of importance to retirees.

In early February, LRO representatives attended the NRLN Annual meeting in Washington DC along with other NRLN affiliates. Meetings were held with some 70 congressmen and senators and/or their staffs to

The primary items for discussion were in two areas: (1) Income Security - including Social Security, pension fund abuse by companies, mergers and acquisitions, bankruptcy, and PBGC reforms; (2) Prescription Drug Laws - including, importation, anti-trust (paying off generic manufacturers not to produce), competitive bidding for Medicare drugs and expediting generic drug approval by the FDA. Details on the NRLN/LRO positions on these matters can be found at the NRLN website at www.nrln.org under Legislation.

These are major issues impacting retirees, and your LRO has supported this effort by providing subject matter experts and funds to develop detailed position papers for the legislative process. The entire NRLN legislative agenda may be viewed by visiting the NRLN website referenced above.

In this 113th Congress, the area of prescription drugs seems to have substantial bi-partisan support with two of our four initiatives already submitted in the Senate and another on drug importation expected shortly. In the House, we have one bill under review for reintroduction for competitive bidding of Medicare drugs. Your support for these bills passage will likely be needed. Stand by for Action Alerts and respond.

A new concern called Pension De-Risking has come to the fore. This is a fairly new technique by companies to offload pension obligations from their balance sheets and avoid having to pay PBGC premiums. Verizon recently announced this and offloaded many pensions to the Prudential Insurance Company who then will be responsible to pay retirees an annuity equal to their pension. This can be done badly with the loss of ERISA and PBGC protections and be subject to liens as opposed to your current pension. If Verizon can do it, will others swiftly follow? The LRO and the NRLN are reviewing these developments and hope to develop a position and course of action soon.

In all of this, your support is vital to our success. Please note that less than 20 percent of us are responding to NRLN Action Alerts. We need a better response rate if we are to succeed. Tell your friends to respond also. Again; **RESPOND TO ALL NRLN ACTION ALERTS**. These are not junk mail and need your support to protect your own interests.

Treasurer's Report

Dick McCauley - dickmccauley@yahoo.com



In 2012, the LRO experienced its third consecutive year with a decline in dues income. Total dues income was \$130,700 compared to \$149,000 in 2011. We ended the year \$14,000 under budget for income.

Investment income on surplus funds also declined due to continued low interest rates. For the year 2012, we had 5,700 dues paying members. This compares to 5,740 in the year 2011.

Expenses were slightly under budget for the year at \$146,300. At year end, we had a budget deficit of \$13,200, again, due to a decline in dues income. Due to Hurricane Sandy, our annual board meeting was postponed from November 2012 and will be held in April 2013.

Year 2013 is the anniversary year of the highly successful introduction of the Five-Year Option for dues payment. We are hopeful that many of our current Five -Year members will re-subscribe to a consecutive Five-Year Option. As a reminder, the LRO is an IRS 501C5 charter (Labor Organization) and as such, our annual dues are NOT tax deductible.

We need to focus our efforts in 2013 to increase the number of dues paying members and carefully plan and monitor our expenses. Below is a comparison of our expenses, expressed as a percent of total outflows in 2012 and the change from 2011:

Category of Expense	Percent	Change from 2011
Membership Meetings	46%	+23%
NRLN Dues & Support	19%	-7%
Post/Print/Supplies	14%	-5%
Travel Expense	9%	0
Legal/Audit/Insurance	5%	-2%
Healthcare Support	2%	+2%

We hope we can count on your continued support of our activities to protect retiree interests.

Alcatel-Lucent Update

Alcatel-Lucent announced on Friday, February 22, 2013 the hiring of a former Vodafone and France Telecom executive, Michel Combes, to lead the company through what might be a major downsizing.

Combes will replace Ben Verwaayen, who was hired in September of 2008 to succeed the former Lucent Technologies chief executive, Patricia Russo, who with Serge Tchuruk of Alcatel had helped engineer the \$13.4 billion combination of the two companies in 2006. Alcatel-Lucent reported a loss of \$1.8 billion for the last three months of 2012 and a net loss for the year of \$1.9 billion as sales fell 6 percent.

Mr. Combes outlined plans to conduct a "listening tour" of employees, shareholders and other stakeholders before formulating a strategy for Alcatel-Lucent. The company is in the midst of cutting 7 percent of its global workforce, some 5,500 of 76,000 jobs, by the end of this year.

It is speculated that Alcatel-Lucent will explore selling certain business segments in an effort to achieve profitability. In another potential signal that Alcatel-Lucent may be entering a phase of greater reorganization, the company announced it had appointed Jean C. Monty, the former president and chief executive of Nortel Networks and of Bell Canada, as vice chairman of the board, a new position.

Philippe Camus, the Alcatel-Lucent chairman, said in a statement that Mr. Monty would be working closely with Mr. Combes to sort out the company's future.

History Corner - Oklahoma City Works

It was a cold, blustery day in December of 1958 when Western Electric President Arthur B. Goetze and Oklahoma U.S. Senator Robert S. Kerr used a detonator and several sticks of buried dynamite to break ground on what would become a 1,300,000 square-foot manufacturing facility, a plant that would be among the largest in the Southwestern United States. The Oklahoma City Works structure, covering 30 acres under one roof, was completed in May of 1960.

Start-up, pilot operations had begun in 1957 in a leased 153,000 square-foot facility provided by the city. The first plant manager, Joseph T. West, directed these operations. The pilot plant shipped its first electromechanical Crossbar frame in March of 1958, and in May of that year, the first completed system shipped to the Chesapeake and Potomac Telephone Company in Baltimore, Md. The Oklahoma City Works would ultimately employ nearly 10,000 workers and become one of the premier manufacturing facilities in the telecommunications industry, a focal point for product shipments worldwide.

In the 1960's and early '70's, Oklahoma City was known as the Crossbar Capital of Western Electric. Western Electric introduced its first Electronic Switching System (No. 1 ESS) in 1965 and three years later, Oklahoma City was the high volume producer of ESS frames and systems. By 1976, the Oklahoma City Works had completely converted from manufacturing electromechanical equipment to Electronic Switching Systems. In 1977, two powerful switching processors known as 1A and 2B were added along with the No. 3 ESS.

AT&T was late moving to digital switching, but when the decision was ultimately made, the 5ESS quickly became the world's most reliable and robust digital switch. On September 7, 1982 the Oklahoma City Works shipped the first 5ESS office to the Western Electric Product Engineering Control Center (PECC) at the AT&T Bell Laboratories in Naperville, Ill. By post-divestiture 1985, the Works had shipped more than 5 million lines of the world-class 5ESS switch.

When the 3B processor was introduced at the Oklahoma City Works in 1980, it was characterized as the powerful brains behind AT&T switching systems. In 1984, AT&T announced its entry into the computer market using the 3B family of computers produced at the Oklahoma City Works.

Subscriber Loop Carrier (SLC) systems manufacture was transferred to Oklahoma City in the early '90's and the introduction of the ANYMEDIA SLC product in 1998, the first SLC product to bring merged voice, data and video lines into homes, offered great promise for the future. However, by the late '90's and early 2000, the telecommunications downturn had begun with declining demand for wireline based systems.

The Oklahoma City Works had gone through the transition from Western Electric, to AT&T Network Systems and now Lucent Technologies, and as the downturn continued, a struggling Lucent began searching for dramatic cost cutting opportunities. In July of 2001, Lucent signed an agreement to lease its manufacturing facilities at Oklahoma City to Celestica, Inc., a Toronto based electronics manufacturer. At that time, Works employment had dropped to 2,700 employees. A year later, Lucent sold the Works to Celestica and employment dropped to 945. As a final blow, Celestica announced in February of 2003 of its plans to close the Oklahoma City plant and move operations to other Celestica locations.

Thus came to an end an historic 40 year run for one of the premier manufacturing facilities in the world. During this impressive run, the Works had garnered numerous awards, including the prestigious Malcom Baldrige National Quality Award for the 3B Computer Product Line as well as numerous other quality and safety awards.

The people of the Oklahoma City Works delivered quality, high tech products that played a major role in building the telecommunications infrastructure across this vast land, and, indeed, around the world.

The Oklahoma City Works – a major contributor to our shared Western Electric history.



Join The LRO LRO dues are \$25 for Annual membership or \$350 for Lifetime membership. Additionally, you have the option of prepaying \$100 for a Five-Year membership and saving \$25. Please take time today to write your check to the LRO and mail it to: LRO Inc., P. O. Box 412, Chatham, NJ 07928 If you prefer to pay by credit card, visit the LRO Website at www.lucentretirees.com. *Please send a check, not cash.*

PLEASE COMPLETE THE ENTIRE MEMBERSHIP FORM AND ATTACH WITH YOUR CHECK

The LRO is a not-for-profit, tax-exempt organization. Dues and/or Contributions are not tax deductible.

LRO Membership Information

____ Renew My LRO Membership _____ Register Me As A New LRO Member
 ____ \$25 Annual Membership ____ \$100 Five year prepaid Membership ____ \$350 Lifetime Membership

Name: _____ Email address: _____

Mailing Address: _____ City: _____

State: _____ Zip Code: _____ Phone: _____

The LRO Website allows dues-paying members to access the contact information of other members.

*If you **DO NOT** want your information accessed, check here ____*

Check one: ____ Retiree with Pension ____ Vested for Pension ____ Surviving Spouse Check one: ____ Management ____ Non-Management

Retirement Date _____ Company At Retirement _____ Years of Service _____

How did you learn about LRO? ____ from a friend/former co-worker; ____ from the LRO web site; ____ from News Articles;
 ____ from Pioneers/Retiree Clubs; ____ from Credit Union Publication Ad; ____ Other (please specify) _____

Would you like to be contacted about joining one of the LRO committees such as Membership, Benefits, Regional, Pension, Legislative or Legal?
 Please specify: _____

Lucent Retiree Organization Contacts

www.lucentretirees.com

LRO Board of Directors

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Find the LRO on Facebook

If you are a Facebook user, please click on the link below - you will have to sign in, and it will take you to the LRO Facebook page. We are working to make this page informative. If you have suggestions, please contact Pam Rasmussen at pam_cougars@yahoo.com.

<http://www.facebook.com/#!/pages/Lucent-Retirees-Organization-LRO/119718694773981>

Important Contact Information

Alcatel-Lucent Benefits Center 1-888-232-4111

www.resources.hewitt.com/alcatel-lucent

Aetna Dental

1-800-220-5479 (DMO) 1-800-220-5470 (PPO)

Aetna Medical 1-800-872-7136

www.aetna.com

UHC Medicare Advantage Group PPO

www.uhcretiree.com/alcatel-lucent

For Information on coverage

1-888.980-8117 (TTY:711)

For information about providers 1-877-842-3210

Express Scripts Medicare Prescription Plan

1-800-230-0512 (If Medicare-Eligible)

(TTY: 1-800-717-3231)

www.medco.com/medd/alu

Express Scripts Prescription Plan

1-800-336-5934 (If Non-Medicare-Eligible)

www.medco.com

United Healthcare Traditional Indemnity

1-800-577-8567

Medicare-Facts about Medicare Parts A, B, C & D

1-800-633-4227 (TTY: 1-877-486-2048)

SHIP contact information 1-800-MEDICARE

www.medicare.gov

MetLife Life Insurance 1-888-201-4612

MetLife Long-Term Care (LTC) 1-800-984-8651

Social Security Administration 1-800-772-1213

Update Personal Info. on file w/ Medicare

(TTY: 1-800-325-0778)

Your Benefits Resources Website

<http://resources.hewitt.com/alcatel-lucent>

Alcatel-Lucent Pension Service Center

1-866-429-5764 (TTY: 1-866-429-5765)

PSC International Number (collect) 1-904-791-2147

Alcatel-Lucent Advocacy Center 1-888-232-4111

To escalate problem issues

Alcatel-Lucent website for Benefits News

www.benefitsanswersplus.com

LRO Website www.lucentretirees.com

LRO Benefits Email Address

www.benefits@lucentretirees.com