

Policy on Employee Use of Lucent Network and Computing Resources

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On-the-job Internet access is a powerful tool that can help the people of Lucent accomplish business objectives and achieve balance in their work and personal lives. In that spirit, and in support of Lucent's high-performance culture, Lucent employees and associates may use company network and computing resources for both business and certain non-business purposes subject to the following company-wide policy.

Non-business use of these resources must be governed by good judgment and restraint, and must be limited to non-work time. Lucent network and computing resources must be available for business use and to serve customers at all times across all geographic zones. Management will limit non-business use if it interferes with the productivity of individual employees or the overall availability of network and computing resources.

Use of these resources, whether in the office or at home, is not private. The company can and will monitor individual use of network services – including visits to specific websites and individual email.

Those who use Lucent resources to access web sites containing sexually explicit material or content that could be construed as hostile or inconsistent with Lucent values are subject to discipline, up to and including dismissal. Employees who question whether a particular site is prohibited should check with their management.

These computer and network resources are business tools. As such, they must not be used to send or forward threatening or harassing messages or chain letters, or to express personal opinions on behalf of Lucent Technologies in on-line forums.

All use of Lucent network and computing resources, including access to the Internet, must comply with Lucent's policies, including the Business Guideposts and with all applicable local, state and country laws. Failure to comply will subject the user to discipline, up to and including dismissal.

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