



April 1, 2010

[Redacted]

Dear [Redacted]

The Settlement Agreement between Nortel and former employees and long-term disability (LTD) participants was approved yesterday by the Ontario Superior Court of Justice. As the Settlement Agreement identifies, your Nortel employment will terminate on December 31, 2010. As agreed in the terms of the Settlement Agreement, your LTD income benefits will continue to be paid through 2010 and end as of December 31, 2010. Also, your Nortel medical, dental, and life insurance benefits will continue through 2010 and end effective December 31, 2010.

You will receive further documentation from Nortel near your termination date in December that will provide you information about rights and obligations regarding the benefits as well as key dates and additional contact information.

In the meantime, if you have questions about your current benefits, you should continue to call Sun Life at 1-866-733-8612. You may also contact Nortel HR Shared Services at 1-800-676-4636. For questions regarding the settlement agreement or any potential future distributions please contact, Koskie Minsky at 1-866-777-6344, CAW at 1-800-268-5763 ext 3776, or the Monitor under the CCAA process at 1-866-942-7177 or 1-416-943-4439.

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