

*To Richardson-based VPs and Directors:*

I realize you've got your energies focused on meeting your objectives and finishing the year strong, and that's exactly the focus we need.

But I'd like you to pause for just a couple of moments and consider an objective that is also important to Nortel and our future in Richardson.

We are on track to doing what we said we would do in transforming ourselves into a great company again. Part of being a great company is building a reputation as a solid corporate citizen in the community. We've let that reputation slip in recent years as we struggled to regain our balance. But now it's time to rebuild respect for the Nortel name and our people in the Dallas area.

We want our employees to hold their heads high in gatherings with friends, at professional functions, and when local businesses ask where they work. We need talented new grads and experienced telecom engineers to regard Nortel as a top choice for where they want to build their careers.

In the next few days, we have a window of opportunity to help rebuild the Nortel reputation in our local community by substantially boosting our contribution to the United Way.

As you know, we're holding raffles and pancake breakfasts and poker games to get employees' attention. And we definitely want to see more and more Nortel employees contribute. But the big bucks, frankly, are in the Leadership Giver category (\$1000 or more pledge for the year).

We would like to be able to go to employees next week with a message that their Leadership Team has stepped up as an example. We want to demonstrate to them that we as a group believe in the United Way, and that we've backed that with our Leadership Giver pledges. We are confident that when they see us walk the talk, more employees will respond positively.

So please, take just a couple of moments now to go online and make a pledge. (Click here to link to the pledge instructions.)

For those who have pledged already, thank you.

Mike Z is a strong believer in community involvement, and he has served on United Way boards over the years. I realize there are many ways we all give back to our communities, and your involvement in those should continue. But this effort, which has high visibility and high impact, is important to Nortel.

I appreciate your consideration,

Richard

[Richard Lowe, President, Carrier Networks business; Richardson site executive]