



Personal Data Privacy Policy

Purpose

As part of Tellabs' commitment to act with integrity and respect others, we protect the personal data of our stakeholders, including employees, customers, shareholders, partners, suppliers and other individuals who trust us with information.

"Personal data" includes information which identifies or locates an individual, or is capable of doing so.

To be a trusted business partner, Tellabs continually strives to protect personal data in accordance with applicable laws and regulations. To that end, this policy guides how Tellabs collects, uses, stores, transfers and secures personal data.

Policy

Tellabs obtains personal data only for business-related purposes, which may include, but are not limited to, designing, developing, selling and deploying of telecommunications products and providing related support and other services, providing employee benefits, acquiring information as legally required and providing consultancy services to operators and other customers within the telecommunications industry.

We work to ensure that personal data is accurate, complete and reliable for its intended use. Individuals have the right to review, request updates to, withhold or limit transfer of personal data, as necessary and reasonable.

Tellabs protects personal data from loss, misuse, or unauthorized access, disclosure, alteration or destruction. We store personal data, regardless of its form, with security procedures appropriate to the sensitivity of the data. Records which may contain personal data are retained and destroyed by Tellabs in accordance with the company's Record Retention Policy

A separate privacy policy guides Tellabs' treatment of information, correspondence and software exchanged through Tellabs' websites. A copy of Tellabs Privacy Policy is available at www.tellabs.com.

Disclosure to Third Parties

Tellabs does not sell, rent or lease personal data, or disclose it to third parties unless there is a legally valid reason for doing so. In order to meet the needs of

our stakeholders, we may share information with third-party business partners. When we do so, the companies are required to protect personal data. Tellabs will adhere to all applicable laws and expects our third-party partners to do the same.

Tellabs may provide personal data without express written permission, if allowed under applicable laws, in circumstances that include, but are not limited to:

1. Requests from governmental agencies, subpoenas, court orders or other legal requirements. In these circumstances, Tellabs will make every effort to limit the nature of the disclosure.
2. Limited employment status data (including dates of employment and positions held) in the course of an employment-related inquiry.
3. Emergency situations as necessary to ensure health and safety.

Responsibilities

MANAGEMENT: Management is responsible for enforcing data privacy rules. The Corporate Compliance Officer, Information Technology and Human Resources Departments have additional responsibilities for helping to protect personal data.

EMPLOYEES: Employees are responsible for following data privacy laws and complying with this policy. Employees must report any violations of this policy to the Corporate Compliance Officer.

A copy of this policy is publicly available on www.tellabs.com