

AVAYA INC.

SAVINGS PLAN

SUMMARY PLAN DESCRIPTION

This document is dated March 31, 2011.

Helpful search tools:

Table of Contents (TOC): Each item on the TOC is a hyperlink to a corresponding page and section. You can quickly navigate to areas of interest by clicking on a desired topic.

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Effective 1/1/2011, Updated 3/31/2011

This information is intended for ASP participants.

More detailed information is provided in the official Plan Document which is controlling.

RELYING ON PLAN INFORMATION

Plan Participants should rely only on the information contained or incorporated by reference in this summary plan description. We have not authorized anyone to provide the participant with information that is different from what is contained in this document. This summary plan description is dated January 1, 2011. Participants should not assume that the information contained in this summary plan description is accurate as of any date other than that date.

Effective 1/1/2011, Updated 3/31/2011

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TABLE OF CONTENTS	PAGE
<u>INTRODUCTION</u>	5
<u>ELIGIBILITY AND PARTICIPATION</u>	6
<u>WHO IS ELIGIBLE</u>	6
<u>HOW TO ENROLL</u>	6
<u>BENEFICIARY DESIGNATION</u>	6
<u>MAKE-UP CONTRIBUTIONS</u>	6
<u>CONTRIBUTING TO THE ASP</u>	8
<u>YOUR CONTRIBUTIONS</u>	8
<u>Contributions if You Elect the Extended Compensation Option</u>	8
<u>Pre-tax Contributions</u>	9
<u>After-tax Contributions</u>	9
<u>Catch Up Contributions</u>	9
<u>Changing Contribution Elections</u>	9
<u>COMPANY MATCHING CONTRIBUTIONS</u>	10
<u>IRS LIMITATIONS</u>	10
<u>ROLL-IN CONTRIBUTIONS</u>	11
<u>INVESTING YOUR ASP ACCOUNT</u>	12
<u>IMPORTANT NOTE ABOUT INVESTMENT DECISIONS</u>	12
<u>YOUR INVESTMENT CHOICES</u>	12
<u>Default Investment Option</u>	13
<u>Tiers In General</u>	13
<u>Tier 1 – Target Retirement Trusts</u>	14
<u>Tier 2 – Core Funds</u>	15
<u>Tier 3 – BrokerageLink</u>	16
<u>RESOURCES</u>	17
<u>Online Advice</u>	17
<u>Professional Management</u>	17
<u>ADDITIONAL INFORMATION ABOUT INVESTMENT OPTIONS</u>	18
<u>ACCOUNTING FOR YOUR INVESTMENTS: SHARES VS. UNITS</u>	18
<u>VALUING YOUR ASP ACCOUNT</u>	18
<u>INVESTMENT CHANGE FOR FUTURE CONTRIBUTIONS</u>	19
<u>INVESTMENT FUND TRANSFER (EXCHANGE)</u>	19
<u>THE TRUSTEE MAY SUSPEND TRANSACTIONS</u>	19
<u>UNION-SPONSORED TRUSTS</u>	21
<u>IBEW-SPONSORED TRUST FOR SAVINGS</u>	21
<u>CWA-SPONSORED TRUST FOR SAVINGS</u>	21
<u>VESTING</u>	22
<u>OLD VESTING REQUIREMENTS</u>	22
<u>RESTORING FORFEITED COMPANY CONTRIBUTIONS</u>	22
<u>RECEIVING YOUR ASP MONEY</u>	23
<u>LOANS</u>	23

Effective 1/1/2011, Updated 3/31/2011

Page i

This information is intended for ASP participants.

More detailed information is provided in the official Plan Document which is controlling.

Avaya Inc. Savings Plan

<u>WHAT YOU CAN BORROW</u>	23
<u>Interest on Your Loan</u>	23
<u>Loan Term</u>	24
<u>Repaying a Loan</u>	24
<u>Renegotiating Your Loan</u>	25
<u>Repaying Your Loan When No Longer on Payroll</u>	25
<u>Defaulting on Your Loan</u>	25
<u>WITHDRAWALS DURING EMPLOYMENT</u>	26
<u>Age 59½ Withdrawals</u>	26
<u>Non-Hardship, Non-Suspension Withdrawals</u>	27
<u>Non-Hardship, Suspension Withdrawals</u>	27
<u>Hardship Withdrawals</u>	27
<u>Special Company Contributions Withdrawal</u>	28
<u>DISTRIBUTION OF YOUR ACCOUNT</u>	29
<u>YOUR DISTRIBUTION OPTIONS</u>	29
<u>MINIMUM REQUIRED DISTRIBUTION RULES</u>	29
<u>TAX INFORMATION</u>	31
<u>MANDATORY WITHHOLDING</u>	31
<u>ADDITIONAL 10% TAX IF YOU ARE UNDER AGE 59½</u>	32
<u>IRS PUBLICATIONS</u>	32
<u>EFFECT OF EMPLOYMENT STATUS AND OTHER CHANGES ON ASP PARTICIPATION</u>	33
<u>IF YOU CHANGE YOUR EMPLOYMENT STATUS</u>	33
<u>IF YOUR EMPLOYMENT TERMINATES</u>	33
<u>IF YOU TRANSFER</u>	33
<u>IF YOU ARE REHIRED</u>	33
<u>IF YOU BECOME DISABLED</u>	34
<u>IF YOU TAKE A LEAVE OF ABSENCE</u>	34
<u>RESUMING CONTRIBUTIONS UPON RETURN</u>	34
<u>MILITARY LEAVE OF ABSENCE</u>	35
<u>IF YOU DIE</u>	35
<u>IMPORTANT CONTACTS</u>	36
<u>AVAYA 401(K) PLAN SERVICE CENTER</u>	36
<u>By Phone</u>	36
<u>On-line</u>	36
<u>By Mail</u>	37
<u>OTHER RESOURCES</u>	37
<u>Address/Telephone Number</u>	37
<u>OTHER IMPORTANT INFORMATION</u>	39
<u>CLAIM AND APPEAL PROCEDURES</u>	39
<u>Claim Procedures</u>	39
<u>Appeal Procedures</u>	40
<u>STATEMENT OF ERISA RIGHTS</u>	41
<u>Receive Information About Your Plan and Benefits</u>	41
<u>Prudent Actions by Plan Fiduciaries</u>	41

Effective 1/1/2011, Updated 3/31/2011

ii

This information is intended for ASP participants.

More detailed information is provided in the official Plan Document which is controlling.

Avaya Inc. Savings Plan

Enforce Your Rights	41
Assistance with Your Questions	42
BENEFITS CANNOT BE ASSIGNED	42
BENEFITS NOT GUARANTEED BY PBGC	42
ASP EXPENSES	42
ASP FUNDING AND PAYMENT OF BENEFITS	43
ASP DOCUMENTS GOVERN	43
UNION AGREEMENT	43
ASP MAY BE AMENDED OR TERMINATED	43
ADMINISTRATIVE INFORMATION	44

INTRODUCTION

The Avaya Inc. Savings Plan (ASP), also referred to as the “Plan” or as one of the company’s savings/401(k) plans, is designed to help you build your retirement income through tax-advantaged savings and company matching contributions. It offers a variety of investment options to help you save for retirement.

Participating in the ASP is entirely voluntary. To take advantage of the ASP’s features, you must enroll and elect to contribute. Please review the next section for an overview of the ASP.

The Plan is a successor to the Lucent Technologies Inc. Long Term Savings and Security Plan.

ELIGIBILITY AND PARTICIPATION

Who Is Eligible

You are eligible to participate in the ASP as soon as administratively feasible following the date you become an eligible employee. Participation is *not* automatic. If you are eligible, you must enroll in the ASP to participate.

You are an eligible employee if you are a regular, full-time, part-time or Term employee who is in a bargaining unit represented by a union with a collective bargaining agreement that provides for participation under the Plan, or a represented employee who is temporarily promoted to a salaried position for one year or less, and who is in the active service of a participating company.

Note that individuals who are not paid from the U.S. payroll of a participating company, who are employed by an independent company (such as an employment agency), or whose services are rendered pursuant to an agreement excluding participation in the ASP are not eligible to participate in the ASP.

How to Enroll

After you become an eligible employee, you will be sent enrollment information. This information provides details about the enrollment process. Any time after you receive the enrollment information, you may enroll through NetBenefits at www.401k.com, or by calling the Avaya 401(k) Plan Service Center at 1-877-208-0783 (see "Important Contacts" if outside the United States).

Hearing impaired employees may call **1-800-610-4015** to reach a telecommunications device for the deaf (TDD).

Beneficiary Designation

If you are married, your spouse is automatically your sole, primary beneficiary, unless your spouse provides written, notarized consent to you naming a different beneficiary. Under the Plan, your spouse is your lawful husband or lawful wife for federal income tax purposes. If you do not designate a beneficiary, or if your spouse and none of your designated beneficiaries are living when you die, your ASP account is paid to your estate. Maintaining current beneficiary designations is an important component of your financial planning. To name your beneficiary (ies), go to **www.401k.com** after you begin participating in the Plan.

Make-up Contributions

If you are a new participant in the ASP and elect to contribute to the Plan before the end of the month after the month in which you receive your notice of eligibility to participate

Effective 1/1/2011, Updated 3/31/2011

6

This information is intended for ASP participants.

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in this Plan, you may make additional contributions to make up for contributions missed between your eligibility date and your first payroll deduction contribution. You can request these make-up contributions through the end of the second month following the date you become eligible. However, the make-up contributions cannot exceed two months of contributions. If this timeframe crosses calendar years, you can still elect make-up contributions but such contributions count toward the current year's IRS limits. You must elect make-up contributions by completing the "Missed Contribution Authorization Form" on NetBenefits at **www.401k.com** under Plan Information and Forms. This completed form must be sent to Avaya's U.S. Payroll Operations.

CONTRIBUTING TO THE ASP

The ASP provides you with a convenient way to save and invest through payroll deductions. You are immediately eligible to make payroll contributions.

Your Contributions

You may contribute up to 25% of your eligible compensation by using any combination of pre-tax dollars and/or after-tax dollars up to the IRS limits. However, you must contribute in whole percentages in 1% increments (1%, 2% and so on). If you make pre-tax and after-tax contributions, the minimum amount you can contribute is 1% of each contribution type, up to a combined maximum of 25%. Your elected contribution percentage is deducted from your paycheck and automatically deposited into your account.

If you are eligible to participate in the Plan and your job is represented by the International Brotherhood of Electrical Workers (IBEW), you may direct all your payroll deductions into the IBEW-Sponsored Trust for Savings instead of the ASP. However, contributions to this trust may **only** be made on an after-tax basis. For more information about this trust, see “IBEW-Sponsored Trust for Savings.”

Your eligible compensation under the Plan is your standard rate of pay (plus any applicable wage protection allowances), including payments received under Avaya’s disability plan, incentive compensation plan awards (such as the Avaya Award), sales incentive compensation, and other lump sum merit awards and incentive compensation. Eligible compensation does *not* include overtime, shift differentials or other premium pay, deferred compensation, amounts reimbursed for expenses incurred as an employee, payments received after retirement or termination, or Workers’ Compensation.

If you have excused unpaid time off for union business during a pay period, your eligible compensation will include the amount you would have been paid during that pay period based on your base rate if you had worked during the period of your excused unpaid time off – unless the amount of your Plan contributions, other deductions and withholding obligations exceeds your actual pay for that pay period.

Contributions if You Elect the Extended Compensation Option

If you are eligible for and elect to participate in the Extended Compensation Option, which is offered to certain represented employees as part of a force management program, your ASP contributions will continue for as long as you remain on the active payroll and receive eligible compensation.

Pre-tax Contributions

You get an immediate tax advantage from contributing pre-tax dollars -- right in your paycheck. Each pre-tax dollar you contribute lowers your current taxable income, so you end up reducing the current federal income tax that you pay. In some cases, you will also pay lower state and local income taxes. (However, you will still have to pay Social Security taxes on your pre-tax contributions.)

Remember, with pre-tax contributions, you are not avoiding taxes, just postponing them. Taxes will be due when you take money out of the ASP. However, because you may be in a lower tax bracket when you retire, you might end up paying taxes at a lower rate.

After-tax Contributions

If you contribute after-tax dollars to the ASP, you pay income taxes on that money before your contributions are deposited in your account. Although after-tax contributions do not offer the same immediate tax advantages as pre-tax contributions, the investment earnings on after-tax contributions grow on a tax-deferred basis until they are paid out of the ASP. Also, you have greater access to your after-tax contributions while you are employed and you will not be taxed on your contributions when they are distributed to you.

Catch Up Contributions

To allow greater savings flexibility for participants who are nearing retirement age, employees age 50 or over can make catch up contributions in addition to their other ASP contributions. This feature is available to any participant who turns age 50 or is over age 50 in the calendar year in which they wish to make the election and who contribute up to the Plan's maximum pre-tax deferral percentage (25%) or contributes up to the IRS pre-tax contribution limit. Remember, if you elect to make catch up contributions, this election will apply until you change it.

The maximum catch up contribution amount for 2011 is \$5,500. Eligible participants can elect to contribute up to 50% of eligible compensation, up to the limit. These contributions are not matched.

Changing Contribution Elections

You may change your contribution elections at any time. To change your contribution elections, log on to NetBenefits at www.401k.com or call the Avaya 401(k) Plan Service Center.

Generally, the change will be effective in the first paycheck practicable following the date you make the change. Payroll calendars, which show the cutoff date for changes, are posted on NetBenefits. It is a good idea to check your pay stub to make sure your requested change is made.

Effective 1/1/2011, Updated 3/31/2011

Company Matching Contributions

When you elect to contribute to the Plan, the company will match a part of your contributions to the ASP after you complete six months of service with the company.

Your hire date determines when company matching contributions begin. If you are hired on the first day of any month, company matching contributions begin in the month in which you reach your six month service anniversary. If you are hired on any other day, company matching contributions begin on the first day of the month following your sixth month service anniversary.

Effective January 1, 2011, matching contributions resumed under the formula described below. For paycheck dates from January 1, 2010 to December 31, 2010, the Company did not make matching contributions to the ASP.

After you become eligible to receive company matching contributions, Avaya will contribute 66-2/3 cents for every \$1 you contribute up to the first 6% of your eligible compensation. If your contributions stop for any reason, matching contributions also stop. Catch up contributions, roll-in contributions and contributions in excess of 6% are **not** matched.

IRS Limitations

The IRS places an annual dollar limit on the amount of pre-tax contributions you can make to the ASP during any Plan year. In addition, the IRS limits the amount of compensation that can be used to determine ASP contributions. Once your compensation reaches the maximum amount set forth below, all employee and matching contributions to the ASP (except for catch up contributions) for you stop.

The IRS also limits the combined amount you and the Company can contribute to your ASP account. Your contributions (pre-tax and after-tax, but not including catch up contributions) and any matching contributions *combined* cannot exceed the limit set forth below for any calendar year. When your pre-tax contributions reach the Pre-Tax Contribution Limit listed below, your contributions automatically switch to after-tax unless you contact the Avaya 401(k) Plan Service Center to stop them for the year. If you reach the Maximum Contribution Limit or the Maximum Compensation Limit, your contributions automatically stop until the beginning of the next year.

	Pre-tax Contribution Limit	Maximum Contribution Limit	Maximum Compensation Limit
2008	\$15,500	\$46,000	\$230,000
2009	\$16,500	\$49,000	\$245,000
2010	\$16,500	\$49,000	\$245,000
2011	\$16,500	\$49,000	\$245,000
2012	\$16,500*	\$49,000*	\$245,000*

* May be increased based upon changes to the Consumer Price Index (CPI).

The ASP must pass IRS imposed nondiscrimination tests. If the ASP fails these tests, the amount you can contribute to the Plan may be limited or excess savings may be returned to you and you may forfeit any matching contributions associated with those contributions.

Roll-in Contributions

If you receive a distribution from a former employer’s qualified plan, including after-tax contributions, you may be able to roll that distribution into the ASP and continue deferring income taxes on that money. You may also roll in a distribution from an individual retirement account (IRA) that was established to hold amounts from another employer’s qualified plan (known as a conduit IRA). You can also make a qualified roll-in contribution after you terminate employment with Avaya if you still have an ASP account.

You may make a direct roll-in or a 60-day roll-in. With a direct roll-in, you receive payment from the other qualified plan or conduit IRA in the form of a check made payable directly to Fidelity Investments Institutional Operations Company, Inc. (or F.I.I.O.C.), and *no taxes* are withheld from the amount you roll in. With a 60-day roll-in, you receive payment from the other qualified plan or conduit IRA in the form of a check made payable to you. Taxes are withheld from the payment, and you must roll in the money *within* 60 days after you receive payment. There may be tax consequences if you do not roll in the full amount of your eligible rollover distribution (including any amount that was withheld for taxes when payment was made).

You do not need to contribute via payroll deduction to make a roll-in contribution. If you need more detailed information on roll-in contributions, log on to NetBenefits at **www.401k.com** or call the Avaya 401(k) Plan Service Center. To make a roll-in contribution, complete the “Avaya 401(k) Roll-In Form,” which you can get from NetBenefits at **www.401k.com** or by calling the Avaya 401(k) Plan Service Center.

INVESTING YOUR ASP ACCOUNT

The ASP provides a variety of investment options for investing your Plan account. The investment options differ in their investment objectives and opportunities for risk and return.

You choose how you want your ASP account invested. Your investment elections apply to both your contributions and the company contributions. You may invest in one or more of the investment options to meet your personal financial goals. And you will be able to change your investment elections as your needs change.

The value of your investments will fluctuate in response to changing market conditions. You must consider the risks and potential rewards of each of the ASP's investment options. You should always carefully weigh your investment elections and decide on the best investment strategy for your situation. Although the Company provides you with summary information about the investment options, it is important that you understand that the Company cannot give investment advice. For more information, you may wish to consult a professional financial or investment advisor, or log on to NetBenefits **www.401k.com** or contact the Avaya 401(k) Plan Service Center to obtain a fund prospectus and other educational material. You may also want to consider enrolling in Financial Engines to help you with your investment strategy.

If you participate in a union-sponsored trust, see "Union-Sponsored Trusts" for information about your investment options.

Important Note About Investment Decisions

The ASP is intended to constitute a plan described in Section 404(c) of ERISA and the Code of Federal Regulation Section 2550.404c-1. This means that the fiduciaries of the Plan may be released from liability for any losses that are the direct and necessary result of investment instructions given by you or your beneficiary.

Your Investment Choices

You may invest in one or more of the available investment options. You choose the investment mix that is right for you. In creating the investment mix that is right for you, you may select from three distinct asset classes -- short-term investments, bond and stock funds, and/or asset allocation funds. You should make your investment elections when you enroll. If you do not make an investment election, your contributions will be invested in the default investment option.

Default Investment Option

The chart below represents the default investments for the Avaya 401(k) Plan.

Date Of Birth	Target Retirement Fund	Retirement Date Range
Before 1937	Target Retirement Income	Retired before 2002
1/1/1937-12/31/1942	Target Retirement 2005	2002-2007
1/1/1943-12/31/1947	Target Retirement 2010	2008-2012
1/1/1948-12/31/1952	Target Retirement 2015	2013-2017
1/1/1953-12/31/1957	Target Retirement 2020	2018-2022
1/1/1958-12/31/1962	Target Retirement 2025	2023-2027
1/1/1963-12/31/1967	Target Retirement 2030	2028-2032
1/1/1968-12/31/1972	Target Retirement 2035	2033-2037
1/1/1973-12/31/1977	Target Retirement 2040	2038-2042
1/1/1978-12/31/1982	Target Retirement 2045	2043-2047
1/1/1983-12/31/1987	Target Retirement 2050	2048-2052
1/1/1988 and later	Target Retirement 2055	2053 and later

Tiers In General

To help you select which funds may be right for you and help you determine the time you may need to spend monitoring them, the funds in the Plan have been arranged into “tiers.” These tiers have been set up based on how much time you plan to spend putting together and monitoring the collection of funds you select for your portfolio.

Although this arrangement of funds is designed to help you decide which combination of funds may be right for you, it’s simply a guideline. For some participants it may make sense to stick to one tier – for others it may make sense to select a variety of funds across several tiers. The choice is yours.

	Tier 1	Tier 2	Tier 3
Amount of Time & Effort by You	Target Retirement Trust	Core Funds	Brokerage Link
	Low level	Moderate level	High level
Brief Description	Vanguard assembles and manages a mix of stocks, bonds, and short-term reserves appropriate for your stage of retirement planning. These funds automatically change asset allocations as you approach retirement.	These funds cover a broad spectrum of investments. Unlike Tier 1 Target Retirement Trust, these funds do not change their asset allocation automatically; it is up to you to select the right combination for your account.	This is the brokerage account within the ASP. It is designed to provide a broad range of investment products for a participant who wants the highest degree of flexibility in selecting investments.

Tier 1 – Target Retirement Trusts

Investing for retirement can be challenging, especially if you're not an experienced investor. To help provide a convenient investment strategy, the 401(k) Plan offers the Target Retirement Trust, managed by Vanguard as an investment option.

With the Target Retirement Trusts, you may only have one decision to make — when you expect to retire. Vanguard does the rest, assembling and managing the mix of stocks, bonds, and short-term reserves appropriate for your stage of retirement planning.

Suppose you're planning to retire in the year 2026. You might consider investing in the Target Retirement Trust 2025 Fund. It's that simple. And with 11 Target Retirement Trust to choose from, there's one to fit your plans, whatever your age.

The following chart outlines the Target Retirement Trusts available under Tier 1:

Date Of Birth	Target Retirement Trust	Retirement Date Range
Before 1937	Target Retirement Income	Retired before 2002
1/1/1937-12/31/1942	Target Retirement 2005	2002-2007
1/1/1943-12/31/1947	Target Retirement 2010	2008-2012
1/1/1948-12/31/1952	Target Retirement 2015	2013-2017
1/1/1953-12/31/1957	Target Retirement 2020	2018-2022
1/1/1958-12/31/1962	Target Retirement 2025	2023-2027
1/1/1963-12/31/1967	Target Retirement 2030	2028-2032
1/1/1968-12/31/1972	Target Retirement 2035	2033-2037
1/1/1973-12/31/1977	Target Retirement 2040	2038-2042
1/1/1978-12/31/1982	Target Retirement 2045	2043-2047
1/1/1983-12/31/1987	Target Retirement 2050	2048-2052
1/1/1988 and later	Target Retirement 2055	2053 and later

Effective 1/1/2011, Updated 3/31/2011

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A single Target Retirement Trust can help give you an efficient, well-diversified portfolio — designed and managed according to your stage in life. Just keep in mind that although Target Retirement Trust can help simplify investment selection, all investing is subject to risk. Diversification does not ensure a profit or protect against a loss in a declining market.

Each Target Retirement Fund invests in up to seven broadly diversified Vanguard funds and is subject to the risks associated with those underlying funds and can include a mix of U.S. stocks, European and Pacific stocks, U.S. bonds, and money market instruments.

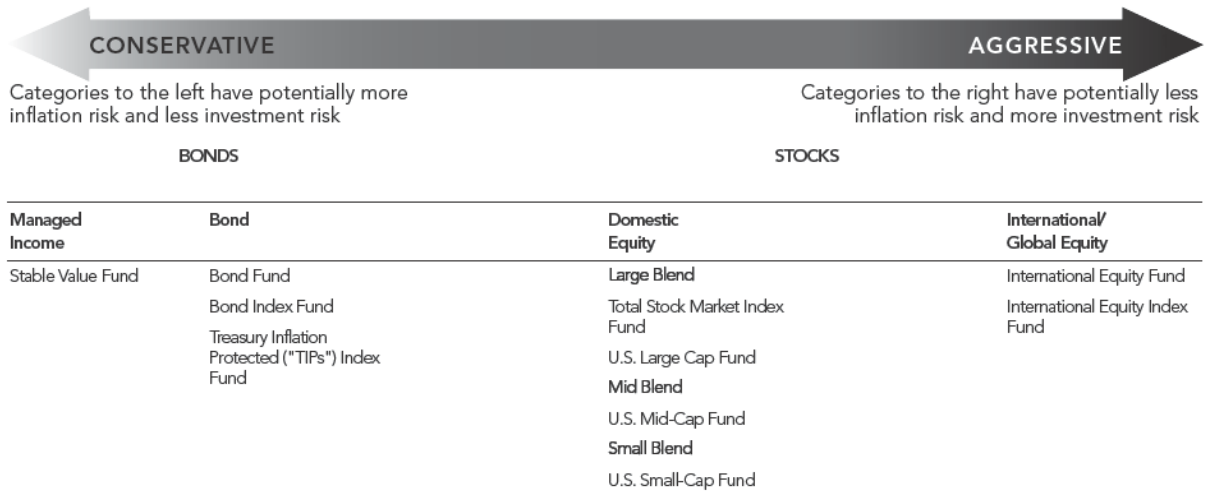
The investment risks of each investment option change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad, and may be subject to the risks associated with investing in high yield, small cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after the target dates. You'll never have to adjust your investment mix; investment professionals do it all for you automatically, according to a predetermined schedule.

Although this approach may mean less work and worry for you, you are responsible for selecting and monitoring your investments to make sure they continue to reflect your financial situation, risk tolerance, and time horizon. Most investment professionals suggest that you reexamine your investment strategy at least annually or when your situation changes. In addition, you may want to consult an investment adviser regarding your specific situation.

For Investment Fund Fact Sheets for each Target Retirement Trust, log on to NetBenefits at www.401k.com and click on Investment Option Fact Sheet under Employer News or call the Avaya 401(k) Plan Service Center to request a copy of the Avaya Savings Plan Enrollment Guide.

Tier 2 – Core Funds

If you prefer to mix and match the funds in your 401(k) Plan account and create your own asset allocation, but are fairly new to investing — or simply want a select number of funds to choose from — core funds may be right for you. These funds cover a broad spectrum of investments. Unlike Tier 1 Target Retirement Trusts, these funds do not change their asset allocation automatically; it is up to you to select the right combination for your 401(k) Plan account. The below spectrum outlines the funds that are available under this Tier.



For Investment Fund Fact Sheets for each Tier 2 – Core Option, log on to NetBenefits at www.401k.com and click on Investment Option Fact Sheet under Employer News or call the Avaya 401(k) Plan Service Center to request a copy of the Avaya Savings Plan Enrollment Guide.

Tier 3 – BrokerageLink

This tier provides the opportunity for participants to invest a portion of their Plan account through a Fidelity BrokerageLink account. A BrokerageLink account is not automatically created for you. Participants interested in opening up a Fidelity BrokerageLink account should call the Avaya 401(k) Plan Service Center at 1-877-208-0783.

Fidelity BrokerageLink®. This is the brokerage account within the Plan. BrokerageLink services are provided through Fidelity Brokerage Services LLC, 100 Summer Street, Boston, MA, 02110, a member of the New York Stock Exchange and Securities Investor Protection Corporation.

You alone decide how to invest the assets in your BrokerageLink account. You can invest in most listed stocks, corporate bonds, zero-coupon bonds, U.S. Treasury securities, mortgage securities and U.S. Government agency bonds, certificates of deposit, and other mutual funds. If you do not feel comfortable actively managing a portfolio of individual securities, you may find that your Plan’s core investment options are more appropriate for you. There are certain securities in which you cannot invest through your BrokerageLink account; check your BrokerageLink brochure for more information. There are additional fees for investing in BrokerageLink account. See your Plan’s fact sheet for details.

Please note that a BrokerageLink account is not for everyone. If you are a sophisticated investor who is willing to take on additional risk and you are prepared to

Effective 1/1/2011, Updated 3/31/2011

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assume the responsibility of more closely monitoring this portion of your portfolio, it could be appropriate for you. However, if you do not feel comfortable actively managing a portfolio beyond those offered through the Plan's core options, then a self-directed brokerage account may not be appropriate for you. Remember, it is always your responsibility to ensure that the options you select are consistent with your particular situation including your goals, time horizon, and risk tolerance.

Resources

The Plan offers two programs through Financial Engines – Online Advice and Professional Management – to help participants save and invest for retirement. These programs take the current fund lineup into consideration. For more information about these Financial Engines programs, call Fidelity Workplace Retirement Services at 1-877-401-5762 any business day between 8:30 a.m. and 8:00 p.m. Eastern Time to speak with a Retirement Specialist, who can answer your questions and connect you to a Financial Engines representative.

Online Advice

If you're already actively managing your Avaya 401(k) account, Online Advice may be right for you. This easy-to-use Web site offers objective, professional advice to help you refine your investment strategy. Log in for a personalized forecast showing how much your investments may be worth when you retire, and see a step-by-step action plan with specific investment recommendations. You can also fine-tune your strategy by exploring different contributions, risk levels, and retirement goals. To get started, log in to Fidelity NetBenefits at www.401k.com and click "Get Personalized Help from Financial Engines."

Professional Management

With Professional Management, Financial Engines analyzes the investments available in the Avaya 401(k) Plan and selects a personalized investment mix designed for you. It is important to also include any investments outside the Avaya 401(k) plan in order for Financial Engines to personalize your investment mix according to your total investment strategy.

Financial Engines works with Fidelity to handle all the transactions to put your new investment strategy into action and continues to manage your account over time to help keep you on track. You get peace of mind knowing that professionals are managing your investments. With Professional Management, it doesn't take a lot of time or money to get the benefit of professional investment management. Financial Engines' fee is 0.60% of your account balance per year if your account is less than \$100,000, and discounts apply if your account is more than \$100,000. The fee is deducted directly from your Avaya 401(k) Plan account, so there's no bill to pay and no reduction in your take-home pay. You can cancel at any time if you aren't satisfied. Just call Fidelity

Effective 1/1/2011, Updated 3/31/2011

17

*This information is intended for ASP participants.
More detailed information is provided in the official Plan Document which is controlling.*

Workplace Retirement Services at 1-877-401-5762, business days between 8:30 a.m. and 8:00 p.m. Eastern time.

Additional Information About Investment Options

You can request the following information concerning the investment options from NetBenefits at **www. 401k.com** or the Avaya 401(k) Plan Service Center:

- A description of the annual operating expenses (e.g., investment management fees, administrative fees, transaction costs) that reduce the rate of return to participants and beneficiaries, and the aggregate amount of such expenses expressed as a percentage of average net assets of the investment option.
- A copy of any prospectuses, financial statements and reports, and of any other materials relating to the investment option, to the extent such information has been provided to the Plan.
- A list of the assets comprising the portfolio of each investment option, and with respect to each such asset which is a fixed rate investment contract issued by a bank, savings and loan association or insurance company, the name of the issuer of the contract, the term of the contract and the rate of return on the contract.
- Information concerning the value of units in the investment option, as well as the past and current investment performance of such option, determined, net of expenses, on a reasonable and consistent basis.

Accounting for Your Investments: Units

, If you are invested in Tier 1 or Tier 2 investment options, your ownership in any investment options are in “units.” Unitization means the share price of any underlying investment within the funds has been converted to a unit price. A unitized fund is a fund that is composed of underlying investments and a percentage of short-term investments. Unitization allows the underlying investments to be purchased, exchanged and redeemed on a daily basis with flexibility. In addition, unitization permits matching and combining of all participant cash flows and holdings.

Valuing Your ASP Account

All funds in the ASP are valued daily. This allows you to monitor your investments on a daily basis, if you wish. The performance of each of the Plan’s investment options is available on NetBenefits at **www.401k.com**.

Investment Change for Future Contributions

If you are contributing to the ASP, you may change the way future contributions are invested at anytime. You may choose to invest in one or more of the available investment options. All allocations to investment options must be in 1% increments.

To change your investment election for future contributions, access NetBenefits at www.401k.com or call the Avaya 401(k) Plan Service Center.

Investment Fund Transfer (Exchange)

You may transfer (exchange) all or part of your existing investments among one or more of the available options as often as daily. All exchanges must be in 1% increments.

To exchange existing balances among investment options, access NetBenefits at www.401k.com, or call the Avaya 401(k) Plan Service Center.

The time your exchange is confirmed with NetBenefits or the Avaya 401(k) Plan Service Center determines when the exchange is effective. If your exchange is confirmed before the closing time for the New York Stock Exchange on that business day (generally, 4:00 p.m. Eastern), your exchange is effective after the close of business that day. If you want to cancel a pending exchange, you must call the Avaya 401(k) Plan Service Center and confirm your cancellation with a representative before the closing time for the New York Stock Exchange that same day. If your exchange is confirmed at or after the closing time for the New York Stock Exchange on a business day (generally, 4:00 p.m. Eastern), or any time on a holiday or weekend, your exchange will be effective after the close of business on the next business day. If you want to cancel a pending exchange, you must call the Avaya 401(k) Plan Service Center and confirm your cancellation with a representative before the closing time for the New York Stock Exchange the next business day.

Special Limits: Your ability to invest in any of the funds offered under the Savings Plan may be limited. For example, many of the funds prohibit market timing and excessive trading activities. These funds may adopt rules that limit your ability to exchange in and out of the fund. If a fund determines that you have violated its rules, your ability to invest in that fund may be restricted. For information about any potential prohibitions and restrictions, you should review the fund's prospectus or Fund Fact Sheet available at www.401k.com.

The Trustee May Suspend Transactions

The Trustee maintains a cash balance for certain investment options to provide monies for fund exchanges, loans, withdrawals and distributions. The amount of cash balance for an investment option may be revised in response to anticipated changes in the cash needs for that investment option.

Effective 1/1/2011, Updated 3/31/2011

19

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If the cash balance for an investment option is not sufficient due to unusual participant activity, the Trustee may:

- Temporarily stop taking fund exchange instructions relating to the investment option, and/or
- For a period of time, suspend the following transactions for that investment option:
 - Fund exchanges,
 - Loans,
 - Withdrawals, and
 - Distributions.

UNION-SPONSORED TRUSTS

IBEW-Sponsored Trust for Savings

If you are eligible to participate in the Plan and your job is represented by the International Brotherhood of Electrical Workers (IBEW), you may direct your payroll deductions on an after-tax basis into the IBEW-Sponsored Trust for Savings instead of the ASP. If you participate in this Trust, all provisions of the ASP are available to you *except* the pre-tax savings and loan provisions. In addition, the following conditions apply.

- Your payroll deductions will be in accordance with the contribution amounts for the ASP
- Your entire balance in the IBEW-Sponsored Trust may be transferred to any or all funds available under the ASP (in 10% increments) by contacting the Plan Administrator for the IBEW Trust (see “Other Resources”)
- Your entire balance in the ASP attributable to after-tax contributions may be transferred to the IBEW-Sponsored Trust by contacting the Avaya 401(k) Plan Service Center (see “Important Contacts”)
- Company matching contributions are invested in the ASP. You should make an investment election for these contributions in the ASP by contacting the Avaya 401(k) Plan Service Center
- Any balance attributable to your contributions invested in the IBEW-Sponsored Trust may be withdrawn under the ASP provisions for a non-hardship non-suspension or non-hardship suspension withdrawal (see “Withdrawals During Employment”) by contacting the Plan Administrator for this Trust
- Balances attributable to your investments in the IBEW-Sponsored Trust are not eligible for consideration under the loan feature of the ASP
- If you separate from service and you have any balances invested in the IBEW-Sponsored Trust attributable to your contributions, you must contact the plan administrator for the IBEW-Sponsored Trust regarding a distribution of these balances

CWA-Sponsored Trust for Savings

If you have a balance in the Communications Workers of America (CWA) Sponsored Trust, you may elect to have your *entire balance* transferred to the ASP and invested among the funds in 10% increments. To request a transfer, contact the plan administrator of the CWA-Sponsored Trust at 1-800-987-0721

Effective 1/1/2011, Updated 3/31/2011

21

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VESTING

Vesting refers to your ownership of the money in your ASP account. If you are vested in an amount, then you own that money, even if you no longer work for a participating company.

You are always 100% vested in your contributions to the ASP -- including pre-tax, after-tax, catch-up and roll-in contributions -- plus any investment earnings on these contributions.

If you are employed by a participating company after November 13, 2009, you will be 100% vested in your company contribution account.

Old Vesting Requirements

Between January 1, 2004 and November 13, 2009, you needed to earn three years of vesting service to be 100% vested in your company contributions. Generally, you earned one year of vesting service for each calendar year in which you completed at least 1,000 hours of service. Vesting service was counted from your hire date (or from the year of your 18th birthday, if you are hired before age 18) until the date you retire or leave the company.

Restoring Forfeited Company Contributions

If your employment terminated before November 13, 2009 and you were not vested in your company matching account, you forfeited your company matching contributions account. If you are rehired, you may be eligible to have the forfeited amounts restored. To do so, you must be rehired before you have five or more consecutive one-year breaks in service and you must repay any distribution you received within five years of the date you are re-employed. Call the Avaya 401(k) Plan Service Center for information concerning how to have your account restored, including if you have taken a distribution from the ASP, the amount you must pay back and how to pay it back. If you are rehired after five or more consecutive one-year breaks in service, you are not eligible to have any forfeited amounts restored to your account.

RECEIVING YOUR ASP MONEY

Loans

Although the ASP is designed to help you save for your future financial security, you may access the money in your account through the Plan's loan feature. You may take a loan if you are a Plan participant, even if you are no longer an active employee of Avaya. You may have one residential loan and one general purpose loan outstanding at any time. A residential loan is any loan used to acquire a dwelling unit that will within a reasonable time be used as your principal residence. A general purpose loan is any loan that is not a residential loan.

An advantage of taking an ASP loan is that the loan is *not* a taxable distribution because you repay the borrowed amount, plus interest, to your Plan account through payroll deductions on an after-tax basis. However, if you default on your loan, the outstanding balance is reported as taxable income to the IRS. Also, remember that you pay interest on a Plan loan rather than earning investment return on that money. The lost potential investment earnings could make a big difference in your account.

Note: Your balances in the IBEW-Sponsored Trust or the CWA-Sponsored Trust are *not* considered under the loan feature of the ASP.

What You Can Borrow

The minimum loan amount is \$1,000. The maximum total loans you can have at one time is the lesser of: 50% of your vested ASP account balance, or \$50,000 minus your highest outstanding loan balance during the previous 12 months. There is a one-time processing fee of \$50 for each loan.

To find out the actual dollar amount you may borrow or to apply for a loan, you can use NetBenefits at **www.401k.com** or call the Avaya 401(k) Plan Service Center.

If you have invested part of your account in the BrokerageLink® option, amounts invested in that option are taken into account when determining your maximum loan amount. However, those assets are not available to fund your loan amount unless you move the assets into one of the other investment options.

Interest on Your Loan

The interest rate on your loan is the prime rate in effect as of the last business day of the month before the month in which the loan is initiated. The interest rate on your loan remains fixed throughout the term of your loan.

Loan Term

For a general purpose loan, the minimum term is one year and the maximum term is 56 months. For a residential loan, the minimum term is one year and the maximum term is 15 years. You may repay your loan in full at any time without penalty. If you want to pre-pay your loan, call the Avaya 401(k) Plan Service Center and they will walk you through the process.

Repaying a Loan

Generally, you repay your loan in equal installments over the term of the loan through after-tax payroll deductions, unless you pre-pay your loan.

All loan repayments – plus the interest you pay on your loan – are credited to your account according to your latest investment elections on file, in reverse contribution type order. If you don't have any investment election on file, or if you elected to invest your contributions in the IBEW-Sponsored Trust for Savings, repayments are invested in the appropriate default investment option.

Repayment of your loan will be affected if you take an unpaid leave of absence (other than a military leave) or are unable to make repayments by payroll deduction (e.g., while on a leave of absence or receiving Workers' Compensation), as follows:

- While you are receiving Workers' Compensation or on an approved unpaid leave of absence, generally loan repayments will be suspended for up to 12 months. **If you choose, you may continue to repay your loan by sending checks directly to the record keeper during your leave.**
- If you return to work within 12 months, loan repayments will automatically resume by after-tax payroll deduction in equal installments over the remaining loan repayment period.
- If your absence is longer than 12 months, your loan will default at the end of 12 months of leave of absence unless you (1) begin making loan payments by sending checks directly to record keeper in equal installments over the remaining loan repayment period, or (2) repay the full amount of your outstanding loan.
- If your loan is not fully repaid at the end of 56 months (or 15 years for a residential loan), you must repay the balance in a lump sum or it will default.
- If you go on a military leave of absence while you have an outstanding loan, those loan payments are suspended for the entire period of your military leave, unless you choose to continue making loan payments. When you return from a military leave, you must contact the Avaya 401(k) Service Center to discuss your options for resuming loan payments. If you resume loan payments, your loan term will be extended by the period your loan was suspended while you were on military leave.

Renegotiating Your Loan

Generally, you may renegotiate or change the initial terms of your loan after you receive the money *only if* your compensation has been reduced due to demotion or sickness or accident disability.

To renegotiate your loan, call the Avaya 401(k) Plan Service Center. An Avaya 401(k) Plan Service Center representative will verify the circumstances for your renegotiation and contact you with details about your renegotiated loan. You cannot renegotiate an outstanding loan more than once a year.

The maximum term of your renegotiated loan cannot exceed 56 months from the *original* loan date of your general purpose loan or 15 years from the *original* loan date of your residential loan.

Repaying Your Loan When No Longer on Payroll

If you terminate employment and still have a loan outstanding, you can (1) continue to make loan payments by check (coupon payment) or through electronic funds transfer from your bank account, (2) pre-pay the entire outstanding balance, or (3) allow the loan to default and become taxable to you.

Defaulting on Your Loan

Your loan will default if:

- You are actively employed and do not make payments for 90 days or more.
- You do not repay your loan within 56 months years from the original loan date for a general purpose loan or 15 years from the original loan date for a residential loan.
- You do not continue loan repayments or repay your outstanding loan balance within 120 days after you terminate employment (including retiring with a service pension).
- You are on a leave of absence (other than a military leave of absence) and you do not resume making loan repayments or repay your outstanding loan balance by the last day of the 12th month of your unpaid leave of absence.
- You terminate employment (including retiring with a service pension) and take a full distribution of your Plan account balance without repaying the loan.

If your loan is in threat of default, the Avaya 401(k) Plan Service Center will notify you of the outstanding loan amount due, the date by which it must be paid and where to send the payment. If you default on a loan, the unpaid balance is reported to the IRS as a taxable distribution. See the "Tax Information" Section for the tax rules for taxable distributions.

Withdrawals During Employment

The ASP allows the following types of withdrawals before you terminate employment to help you meet immediate financial needs:

- Age 59½
- Non-hardship, non-suspension
- Non-hardship, suspension
- Hardship
- Special company contributions

The amount you may withdraw from your ASP account is subject to Plan and IRS rules. The rules vary by the type of withdrawal. When you take any in-service (partial) withdrawal, money will be taken from your investment options (except for your BrokerageLink® option) on a pro-rata basis. For example, if you take an in-service withdrawal of \$1,000 and your account is invested 50% in the Stable Value Fund and 50% in the U.S. Small-Cap Fund, your \$1,000 withdrawal will be withdrawn \$500 from the Stable Value Fund and \$500 from the U.S. Small-Cap Fund. Additionally, money for any withdrawal will be taken from your money types, or sources, (i.e., pre-tax, after-tax, rollover, etc.) based on a predetermined order, or hierarchy, and that hierarchy varies depending on the type of withdrawal you request. Please note that no funds will be withdrawn from your BrokerageLink® option. Instead, you must transfer funds from your BrokerageLink® option to the other investment options if the amount of your withdrawal exceeds the full amount available from those other investment options.

Before you request any type of withdrawal from your ASP account, you should consider the tax consequences. Because tax laws are complex, you also may want to consult a professional tax advisor. If you decide to request the withdrawal, call the Avaya 401(k) Plan Service Center.

Note that periodic withdrawals are also available after you terminate employment. See the “Distribution of Your Account” section for more information.

Age 59½ Withdrawals

If you are at least age 59½, you may take an age 59½ withdrawal of your entire ASP account balance without a required suspension of your contributions.

You may take an unlimited number of non-hardship withdrawals in a year. For any non-hardship withdrawal, your minimum withdrawal is the lesser of \$300 or the amount of your account balance available for withdrawal.

Effective 1/1/2011, Updated 3/31/2011

26

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Non-Hardship, Non-Suspension Withdrawals

You may request a non-hardship, non-suspension withdrawal if you are under age 59½ and have the following types of money in your account –

- Prior company contributions
- After-tax un-matched contributions
- After-tax matched contributions that have been in the plan for at least 2 years
- Company matching and automatic contributions that have been in the plan for at least 2 years
- Rollover contributions

You may take up to two non-hardships, non-suspension withdrawals in a year. For any non-hardship withdrawal, your minimum withdrawal is the lesser of \$300 or the amount of your account balance available for withdrawal.

Non-Hardship, Suspension Withdrawals

You may request a non-hardship, suspension withdrawal if you are under age 59½, are not eligible for a non-hardship, non-suspension withdrawal and have the following types of money in your account –

- After-tax matched contributions that have been in the plan for less than 2 years
- Company matching and automatic contributions that have been in the plan for less than 2 years

If you receive non-hardship, suspension withdrawal, your contributions and company matching contributions will be suspended for six months.

You may take up to three non-hardship withdrawals in a year. For any non-hardship withdrawal, your minimum withdrawal is the lesser of \$300 or the amount of your account balance available for withdrawal.

Hardship Withdrawals

If you are not at least 59½ and are not eligible for any other withdrawal, you may withdraw your pre-tax contributions and pre-1989 earnings on them *only* if:

- You have an immediate and heavy financial need that cannot be met by other financial resources, including a loan or a non-hardship withdrawal (you must exhaust these resources before you can take a hardship withdrawal).

- Your immediate and heavy financial need is to:
 - Pay severe, uninsured medical expenses incurred by you, your spouse or your eligible dependents,
 - Purchase your principal residence (not including mortgage payments),
 - Pay post-secondary education tuition and related expenses for you, your spouse or your dependents,
 - Prevent foreclosure on, or eviction from, your principal residence,
 - Repair or renovate your home due to damage resulting from a fire, natural disaster or similar unforeseeable event,
 - Pay extraordinary legal expenses, or
 - Pay for funeral expenses for members of your immediate family.
- You provide acceptable proof of your financial hardship.
- You cannot withdraw pre-tax funds that exceed the amount of your hardship need plus the amount of your potential tax liability on such withdrawal.
- You must receive your hardship withdrawal in cash only.
- Your contributions and the Company's matching contributions are suspended for six months when you receive a hardship withdrawal.

Special Company Contributions Withdrawal

You may request a withdrawal of your special company contributions at any time, subject to the Plan's minimum withdrawal requirement of \$300. (Special company contributions were contributions of Lucent common stock made between August 1998 and August 1999 to participants in the Lucent Technologies Inc. Savings Plan.) If you withdraw your special company contributions, your contributions will not be suspended.

DISTRIBUTION OF YOUR ACCOUNT

Your Distribution Options

If your employment ends (except due to death) and your account is more than \$1,000, you may leave your money in the Plan or elect:

- A lump sum payment payable to you,
- A rollover to another employer's plan or IRA, or
- Discretionary withdrawals, which allow you to request unlimited withdrawals. The minimum amount for a withdrawal is \$500 or your remaining ASP account balance, whichever is less. When you take a discretionary withdrawal, money will be taken from all your investment options (except for your BrokerageLink[®] option) on a pro-rata basis. For example, if you take a discretionary withdrawal of \$1,000 and your account is invested 50% in the Stable Value Fund and 50% in the U.S. Small-Cap Fund, your \$1,000 withdrawal will be withdrawn \$500 from the Stable Value Fund and \$500 from the U.S. Small-Cap Fund. Additionally, money for any withdrawal will be taken from your money types, or sources, (i.e., pre-tax, after-tax, rollover, etc.) based on a predetermined order, or hierarchy. Please note that no funds will be withdrawn from your BrokerageLink[®] option. Instead, you must transfer funds from your BrokerageLink[®] option to the other investment options if the amount of your withdrawal exceeds the full amount available from those other investment options.

If your employment ends (except due to death) and your account is \$1,000 or less, you may elect a lump sum payable to you or a rollover to another employer's plan or IRA. If you do not make a distribution election, your account will be paid to you as a lump sum as soon as administratively feasible.

If you die, your beneficiary (or beneficiaries) may elect to receive your ASP account in a lump sum payment or a direct rollover to an IRA.

The earliest you can request your distribution is 45 days after the effective date of your severance from employment.

Minimum Required Distribution Rules

Terminated employees must start receiving annual distributions, known as minimum required distributions (MRDs) from the Plan beginning with the calendar year in which they reach age 70½. You can defer your first MRD payment until April 1 of the calendar year following the calendar year in which you reach age 70½.

Before the date your first MRD payment must be paid, you will receive a letter from the Avaya 401(k) Plan Service Center describing the MRD process and your available options. That letter will also include any forms that you need to complete.

TAX INFORMATION

A major advantage of the ASP is that you will defer income taxes on your pre-tax contributions, catch up contributions, company matching contributions, roll-in contributions and all investment earnings while that money is in the Plan. However, you must pay taxes on that money when you receive a withdrawal or distribution from the ASP.

Remember, you will not owe any taxes on your after-tax contributions because you already paid taxes on them before they went into your ASP account. However, this does not mean that your entire after-tax contribution account is not taxed; you will owe taxes on the investment earnings on your after-tax contributions.

Depending on where you live, you also may owe state and local taxes on your distribution.

Special tax treatment may apply if your distribution qualifies as a lump sum. Tax laws are complex and change from time to time. You should consult a tax professional for specific advice about your personal financial situation before you receive a withdrawal or distribution. The information in this section provides only general tax information. The Company cannot give tax advice. Also, before you request a withdrawal or distribution from the ASP, you should review the Special Federal Tax Notice Regarding Plan Payments in your distribution package. Copies of that notice also are available on NetBenefits at www.401k.com and upon request from the Avaya 401(k) Plan Service Center.

Mandatory Withholding

The Plan is required by law to withhold 20% of your withdrawal or distribution (excluding after-tax contributions) if you do not elect to directly roll your payment over into another qualified plan or an IRA. Generally, the taxable portion of your payment qualifies as an eligible rollover, and can be rolled over into an IRA or another employer's qualified plan that accepts rollovers. The 20% tax withholding from your payment is sent to the IRS to be credited against your taxes.

A hardship withdrawal is not an eligible rollover distribution and is not subject to the 20% withholding. However, you may elect to have additional tax withholding for your hardship withdrawal and may want to do so because hardships withdrawals are taxable distributions.

Additional 10% Tax if You Are Under Age 59½

If you receive a distribution from the ASP *before* you reach age 59½, you may have to pay an additional 10% tax on your payment. This tax is in addition to any other federal, state or local taxes you may owe on your payment.

The additional 10% tax does *not* apply if the payment is:

- Rolled over into an IRA or another employer's qualified plan within 60 days
- Paid to you because you terminated your employment with Avaya or a participating company during or after the year you reach age 55
- Paid to you in equal (or almost equal) payments over your life or life expectancy
- Used to pay certain medical expenses
- Paid to your beneficiary or estate after your death
- Paid to your spouse or former spouse, child or other dependent pursuant to a Qualified Domestic Relations Order (QDRO)
- Paid to you because you retire due to disability

IRS Publications

You can find more specific information on the tax treatment of payments from qualified retirement plans in:

- IRS Publication 575, Pension and Annuity Income
- IRS Publication 590, Individual Retirement Arrangements
- IRS Form 5329 which addresses the additional 10% tax
- IRS Form 4972 which addresses special tax treatment for lump sum distributions

These publications are available from your local IRS office, by calling 1-800-TAX-FORM or logging on to the Internal Revenue Service Web site at <http://www.irs.gov>.

EFFECT OF EMPLOYMENT STATUS AND OTHER CHANGES ON ASP PARTICIPATION

There are a number of life- and work-related events that may impact your participation in the ASP. This section describes how these different events are handled under the ASP.

If You Change Your Employment Status

If you are no longer an eligible employee due to a status change, your contributions and eligibility for company matching contributions stop on the date your status change occurs. If you become eligible to participate in the Avaya Inc. Savings Plan for Salaried Employees (ASPSE) due to your status change, your elections under this plan will be carried over to the ASPSE. This means that you do not need to enroll in the ASPSE. Your balance and your contribution elections in the ASP will be transferred to the ASPSE in accordance with procedures in effect at the time of your transfer.

If Your Employment Terminates

As soon as administratively feasible after your employment terminates but at least 45 days after termination, you are eligible to request a distribution from your vested ASP account.

If you terminate employment and still have a loan outstanding, you can: (1) continue to make loan payments by check or through electronic funds transfer from your bank account, (2) pre-pay the entire outstanding balance, or (3) allow the loan to default and become taxable to you.

If You Transfer

If you transfer to another participating company, it will *not* affect your ASP participation. If you are assigned to an Avaya affiliate that is not a participating company, you can no longer contribute to the ASP, but can do everything else an active employee can do (e.g., take a loan or in-service withdrawal).

If You Are Rehired

You restart your contributions to the Plan. If you were not vested upon termination and you forfeited your company contributions, the forfeited amounts may be restored to your account when you are rehired, depending on the length of your break in service, whether you took a distribution from the Plan and whether you repay that distribution.

If your rehire date is within 30 days of your termination date, your contribution election will automatically restart. If your rehire date is more than 30 days after your termination

date, you must make a new contribution election by logging on to www.401k.com or calling the Avaya 401(k) Plan Service Center at 877-208-0783

If You Become Disabled

Your ASP participation may be affected if you are absent due to a disability, or severed from service due to a disability.

If you are absent due to a disability, your contributions continue while you are receiving benefits under the Avaya Inc. Sickness and Accident Disability Benefit Plan, unless your disability benefits are not large enough to cover all of the necessary deductions. You may stop, start or change the contribution amounts or investment of your contributions at any time while receiving disability benefits or when you return to work.

When you become eligible for long-term disability benefits, you are considered separated from service due to a permanent disability. This means that your contributions stop, you become immediately vested and you can request a distribution.

No contributions are taken from amounts paid as Workers' Compensation.

If You Take a Leave of Absence

During an unpaid leave of absence your contributions and company matching contributions are suspended. If you have a loan, certain rules apply to how repayments are handled during your leave of absence. See "Repaying Your Loan" for more information. Otherwise, you may make all other transactions available to active participants.

Resuming Contributions Upon Return

The length of your leave of absence determines whether or not contributions resume automatically when you return to active status:

- If you return *within* 12 months of the date your leave began, contributions automatically resume at the same level and following the same investment directions in effect before your leave.
- If your leave is *longer than* 12 months, your contributions do *not* automatically resume when you return to work. This means if you want to begin making contributions to the ASP, you must re-enroll.

Regardless of the length of your leave, you *cannot* make up the missed contributions except as indicated below. When you return from a leave, you should check your contribution elections through NetBenefits at www.401k.com or by calling 1-877-209-0783.

Military Leave of Absence

If you are a participant in the ASP when you start U.S. military service, including service in the National Guard, and you apply to be re-employed by Avaya or a participating company within specific time limits after your military service ends, you can make contributions to the ASP for the period of your military service. These make-up contributions are in addition to any contributions you may make under the other provisions of the ASP.

Any make-up contributions you make may not exceed the amount you otherwise would have been allowed to make to the ASP, assuming you were continuously employed by the Company during your military service. Any make-up contributions must be made within five years after the date of your re-employment with a participating company. But if your military service lasted under 1-2/3 years, make-up contributions must be made within the period of three times the length of your military service, starting on your date of re-employment with Avaya or a participating company.

You generally will not be eligible for make-up contributions if your military service lasts for more than five years.

If You Die

If you die, your total Plan account balance will be paid to your beneficiary (ies). Your beneficiary (ies) should contact the Avaya Pension Service Center at 1-800-750-7300 to report your death. The Avaya Pension Service Center will coordinate the processing of all your death benefits. Once complete documentation has been received, the Avaya Pension Service Center will direct the Avaya 401(k) Plan Service Center to pay each beneficiary his or her share of your Plan account.

Tax considerations may apply to distributions to beneficiaries. Your Plan account is included in your estate after your death, and may be subject to federal estate taxes. You should consider speaking with a professional tax advisor regarding your individual situation. Also see the Special Federal Tax Notice Regarding Plan Payments for important tax information regarding these distributions.

IMPORTANT CONTACTS

Here is a list of resources for the ASP.

Avaya 401(k) Plan Service Center

Aside from this summary, your primary source of ASP information is the Avaya 401(k) Plan Service Center at Fidelity Investments. This resource handles most transactions and information about the ASP.

By Phone

You can reach the Avaya 401(k) Plan Service Center by phone, as follows:

Domestic Employees	International Assignees
Call 1-877-208-0783 to access the VRS or to speak with a service representative. You may access the VRS from any phone 24 hours a day, virtually seven days a week. If you need or want to speak to a service representative, you may call any business day from 8:30 a.m. to 12:00 midnight, Eastern time.	Visit http://www.att.com/traveler or call AT&T Direct at 1-800-331-1140 for your country code. After you call the correct country code number, call 1-877-208-0783 to access the VRS. The VRS is available 24 hours a day, seven days a week. If you need or want to speak to a service representative, you may call any business day from 8:30 a.m. to 12:00 midnight, Eastern time.

Hearing impaired employees may call 1-800-610-4015 to reach a telecommunications device for the deaf (TDD).

On-line

You can access the Avaya 401(k) Plan Service Center on-line using NetBenefits at www.401k.com.

By Mail

You may send forms, applications and other written correspondence to the Avaya 401(k) Plan Service Center by regular mail or overnight mail, as follows:

Regular Mail	Overnight Mail
Fidelity Investments Avaya 401(k) Plan Service Center PO Box 770003 Cincinnati, OH 45277-0065	Fidelity Investments Avaya 401(k) Plan Service Center 100 Crosby Parkway, KC1F-L Covington, KY 41015

Other Resources

The following sources have specific responsibilities, as explained below:

Contact/Service Provided	Address/Telephone Number
Domestic Relations Matters Group: Handles matters relating to Qualified Domestic Relations Orders (“QDROs”), subpoenas and interrogatories regarding ASP information.	Domestic Relations Matters Group Aon Hewitt 400 Atrium Drive 5th Floor South Somerset, NJ 08873 732-302-2178
Avaya Pension Service Center: Report a participant’s death. Authorizes payments to beneficiaries. Makes permanent address changes for retired employees.	Avaya Pension Service Center PO Box 56225 Jacksonville, FL 32244-6225 Toll Free: 1-800-750-7300 TDD: 1-877-369-7596
Savings Plan Administrator: Decides claims for benefits. Contact to request ASP documents.	Savings Plan Administrator Avaya Inc. 211 Mount Airy Road Basking Ridge, NJ 07920 1-908-953-6000

Contact/Service Provided	Address/Telephone Number
<p>Employee Benefits Committee: Decides appeals of denied claims and interprets ASP provisions.</p>	<p>Employee Benefits Committee Avaya Inc. 211 Mount Airy Road Basking Ridge, NJ 07920 1-908-953-6000 Youravaya401k@avaya.com</p>
<p>Investment Committee: Selects and monitors investment options.</p>	<p>Investment Committee Avaya Inc. 211 Mount Airy Road Basking Ridge, NJ 07920 1-908-953-6000</p>
<p>Plan Trustee: Manages the trust fund and pays all ASP benefits from the funds in the trust.</p>	<p>Fidelity Management Trust Company 82 Devonshire Street Boston, MA 02109</p>
<p>IBEW-Sponsored Trust Plan Administrator: Manages the IBEW-Sponsored Trust and handles transfers to the ASP.</p>	<p>IBEW Scarborough Alliance Corporation 1 Bridge St. Irvington, NY 10533 1-800-223-7608</p>
<p>CWA-Sponsored Trust Plan Administrator: Manages the CWA-Sponsored Trust and handles transfers to the ASP.</p>	<p>1-800-987-0721 www.cwasrt.com</p>

OTHER IMPORTANT INFORMATION

This section contains administrative information about the ASP and other details required under the terms of a federal law, the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Claim and Appeal Procedures

Claim Procedures

Participants, their beneficiaries (if applicable) or any individual duly authorized by them have the right under ERISA and the ASP to file a written claim for benefits with the Savings Plan Administrator (see “Other Resources”).

If a claim for benefits is denied in whole or in part, the claimant will receive a written notice of the Savings Plan Administrator’s decision within 90 days after the Savings Plan Administrator received the claim. The written notice will include:

- The specific reason(s) for the denial,
- Reference to the specific ASP provisions on which the denial was based,
- A description of any additional material or information necessary for the claimant to complete the claim and an explanation of why the material or information is necessary,
- A statement that you will be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim,
- Information about the steps to be taken if you, your dependent, or an authorized representative wishes to submit the claim for review, and
- A statement regarding your right to bring an action under Section 502(a) of the Employee Retirement Income Security Act of 1974, as amended (ERISA), 29 U.S.C. 1132(a).

If the Savings Plan Administrator needs more than 90 days to make a decision, he or she will notify you in writing within the initial 90-day period and explain why more time is required. An additional 90 days (for a total of 180 days) may be taken if the Savings Plan Administrator sends this notice. The extension notice will show the date by which the Savings Plan Administrator’s decision will be sent.

If a claim for benefits is denied in whole or in part, an appeal process is available to you. You, your dependents or your authorized representative may appeal in writing within 60 days after the denial is received.

Appeal Procedures

A claimant can appeal a denied claim. If you wish to file an appeal, you must do so in writing within 60 days of receiving notification of the Savings Plan Administrator's decision. In connection with preparing your appeal, you or your representative can request, free of charge, copies of all documents, records, and other information relevant to your claim. If you believe an error has occurred, you can support your request by giving the reason you think there is an error. Also, whenever possible, send copies of any documents or records that support your appeal. Whether or not you can provide such additional information, your claim will be reconsidered after your request is received. Send a written request for review of any denied claim directly to the Secretary of the Employee Benefits Committee (see "Important Contacts").

The Employee Benefits Committee will conduct a review and make a final decision within 60 days after receiving the written request for review.

If special circumstances cause the Employee Benefits Committee to need more than 60 days to make a decision, a representative will notify you in writing within the initial 60-day period and explain why more time is required. An additional 60 days (for a total of 120 days) may be taken if the Employee Benefits Committee sends this notice.

The decision will be in writing and will explain the specific reasons that your claim was denied, specific reference to pertinent ASP provisions on which the denial was based, a statement that you will be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim, and a statement regarding your right to bring an action under Section 502(a) of the Employee Retirement Income Security Act of 1974, as amended (ERISA), 29 U.S.C. 1132(a).

The Employee Benefits Committee shall serve as the final review committee under the Plan. However, you or your beneficiary may have additional rights under ERISA. Applicable law and the ASP's provisions require you to pursue all your claim and appeal rights on a timely basis *before* seeking any other legal recourse regarding claims for benefits.

The Employee Benefits Committee and the Savings Plan Administrator have the full discretionary authority and power to control and manage all aspects of the ASP, to determine eligibility for benefits, to interpret and construe all terms and provisions of the ASP, to determine questions of fact and law, and to adopt rules for the administration of the ASP as they may deem appropriate in accordance with the terms of the ASP and all applicable laws.

Statement of ERISA Rights

As a participant in the ASP, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974, as amended (ERISA). ERISA provides that all Plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

Examine, without charge, at the Savings Plan Administrator's office and at other specified locations, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the Savings Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The Savings Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

Receive at least once a quarter either by mail or online, a statement of your total account balance and whether you are vested in that balance. The Plan must provide this statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a Plan benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a Plan benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the

Effective 1/1/2011, Updated 3/31/2011

41

*This information is intended for ASP participants.
More detailed information is provided in the official Plan Document which is controlling.*

court may require the Savings Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Savings Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees; for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the Employee Benefits Security Administration Brochure Request Line at 1-800-998-7542, on the Internet at <http://www.dol.gov/ebsa/publications/main.html>, or by contacting the Employee Benefits Security Administration field office nearest you.

Benefits Cannot Be Assigned

Generally, you or your beneficiary cannot assign or transfer amounts under the ASP nor can amounts credited to your Plan account be used to pay your debts or obligations of any nature, unless you first elect a withdrawal from your account. However, the ASP is required to comply with court-issued Qualified Domestic Relations Orders (QDROs) and qualified federal tax levies.

Benefits Not Guaranteed by PBGC

The ASP is a defined contribution plan. Therefore, benefits under the Plan are *not* insured or guaranteed by the Pension Benefit Guaranty Corporation (PBGC).

ASP Expenses

Participants' ASP accounts pay plan expenses, including any investment manager fees, trustee fees, and recordkeeping fees and expenses. Investment management fees are

Effective 1/1/2011, Updated 3/31/2011

42

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disclosed in the applicable investment Fund Fact Sheet located on NetBenefits at www.401k.com.

ASP Funding and Payment of Benefits

Funds are held for participants in the Plan and the participants' beneficiaries. The Trustee pays all benefits under the ASP from the available funds in the trust. Company matching contributions and employee contributions to the Plan go into a trust fund managed under the terms of a trust agreement by the Plan's Trustee.

ASP Documents Govern

This SPD is designed to describe the ASP in easy-to-understand terms. It is shorter and less technical than the legal ASP document. However, the ASP document determines your rights and the rights of your beneficiaries under the Plan. In all instances, the ASP document governs.

Union Agreement

The benefits described in this summary plan description reflect the provisions of the Plan as outlined in various bargaining agreements between the company and the unions representing employees of the company. Copies of these agreements are distributed or made available to those employees covered by the agreements and to any other employee who submits a written request for a copy to the Savings Plan Administrator. A reasonable duplication charge may be made for copies furnished in response to such written request.

ASP May Be Amended or Terminated

The company expects to continue the ASP, but reserves the right to amend or terminate the ASP at any time by the resolution of the Board of Directors or properly authorized designee, subject to the terms of applicable collective bargaining agreements. If the ASP is terminated, you will be 100% vested in your ASP account. The company does not guarantee the continuation of any ASP benefits during employment or at or during retirement nor does it guarantee any specific level of benefits or contributions.

ADMINISTRATIVE INFORMATION

Plan Name	The official Plan name is the Avaya Inc. Savings Plan. (The Plan is also referred to as the ASP or one of the Avaya Savings/401(k) Plans.)
Plan Sponsor	Avaya Inc. 211 Mt. Airy Road Basking Ridge, NJ 07920
Participating Employers	Subsidiaries and affiliates for Avaya Inc. that have adopted the ASP are participating employers. You may find out if an employer is a participating employer or request a list of the participating employers by writing to the Savings Plan Administrator.
Type of Administration	The ASP is administered by the Employee Benefits Committee (the "EBC") and the Savings Plan Administrator appointed by the EBC to assist in the day-to-day administration. The Investment Committee is responsible for selecting and monitoring the Plan's investment options.
Savings Plan Administrator and Agent for Service of Legal Process	The Savings Plan Administrator is the agent for service of legal process. The address and telephone number of the Savings Plan Administrator are: Savings Plan Administrator Avaya Inc. 211 Mount Airy Road Basking Ridge, NJ 07920 (908) 953-6000 Legal process may also be served on the Trustee.
Plan Records and Plan Year	The ASP and all its records are maintained on a calendar year basis, beginning on January 1st and ending on December 31st of each year.
Type of Plan	The ASP is an "employee pension benefit plan," a "defined contribution plan," an "individual account plan," a "401(k) plan" and a "404(c) plan" under ERISA.
Employer Identification Number	The Employer Identification Number assigned by the IRS to Avaya Inc. is 22-3713430.
Plan Number	The Plan number assigned by Avaya to this Plan is 004.
Source of Payments	The assets of the Plan are held in trust and benefits are paid from the trust. The trustee of the Plan's trust is: Fidelity Management Trust Company 82 Devonshire Street #11D Boston, MA 02109