

AVAYA INC. FAMILIES

Avaya Inc. has many families -- employees (or retired Avaya Inc. employees) whose **lawful spouse, domestic partner, children, or domestic partnership dependents** also are employed by (or retired from) Avaya Inc. This may affect your coverage under the Dental Plan.

Enrollment Rules

You may only elect to be **covered** as a dependent under another Avaya Inc. family member's coverage if you are a part-time employee regularly scheduled to work fewer than 25 hours per week.

During your initial six-month period of employment or if you are a part-time employee regularly scheduled to work fewer than 25 hours per week, your cost of employee coverage under the Dental Plan is waived if you meet the eligibility requirements to be **covered** as a dependent of another Avaya Inc. (represented or salaried) employee or retiree.

An **eligible employee** may cover another represented Avaya Inc. employee or retiree. Therefore, if your **lawful spouse** or **domestic partner** is an active represented employee, you may enroll as his or her dependent under the Medical Plan, or he or she may enroll as your dependent, but not both. If your spouse is a retired represented employee, you may enroll as his or her dependent under The Avaya Inc. Retiree Dental Expense Plan.

A represented active or retired Avaya Inc. employee cannot enroll a salaried active or retired Avaya Inc. employee as an **eligible dependent**.

Each Avaya Inc. employee may choose any of the options available to him or her, regardless of the option the other family member selects.

Only one Avaya Inc. employee or retiree may enroll any given **eligible dependent**. Either you or your Avaya Inc. **lawful spouse** or **domestic partner**, as an employee or retiree, may cover your dependent **children**. A child may not be **covered** by both parents or by both a parent and a **domestic partner** at the same time.