

EMPLOYMENT-RELATED EVENTS AFFECTING COVERAGE

Your coverage under the Dental Plan will end if certain events occur.

If You Change Your Employment Status

Changes in your employment status, such as going from full-time to part-time, generally do not affect your participation in the Dental Plan. The cost to you may change.

If your employment status changes from represented to salaried due to a promotion, you will become eligible to participate in the dental plan offered to salaried employees. Shortly after being promoted, you will receive an information package explaining your new coverage options and the associated costs. You will then have a limited time in which to change your coverage option and enroll your **eligible dependents**.

If You Terminate Your Employment

Your coverage under the Dental Plan ends on the last day of the month in which your employment ends. Different rules apply if you retire (see “If You Retire”).

When coverage ends, you may be eligible to continue coverage for yourself and your eligible **covered dependents** under **COBRA**. For more information, see “Continuing Your Dental Coverage Through COBRA.”

If You Are Laid Off

If you are laid off, you will be able to continue coverage for yourself and your **eligible covered dependents** through **COBRA**. See “Continuing Your Dental Coverage Through COBRA.” Your coverage under the Dental Plan will end as of the last day of the month in which your layoff occurs. Generally, if you are laid off, you can continue coverage for up to 3 months by paying the full cost of your coverage at the group rate (in lieu of the **COBRA** rate).

If You Retire

Retiree dental coverage is bundled with medical coverage. This means that you cannot elect dental coverage independently from your medical coverage except if you have waived medical coverage.

If you retire with a service or disability pension, enrollment material and information about your coverage options under The Avaya Inc. Retiree Dental Expense Plan will be sent to you at your home address. If you enroll by the date specified in your enrollment

material, coverage will become effective on the first day of the month following the month in which you retire.

If you retire with a service or disability pension, but you do not enroll by the enrollment deadline, you will *not* have retiree health coverage until you enroll.

To provide coverage for your **domestic partner** and/or **domestic partnership dependents**, they must be enrolled as your dependents in the Dental Plan when you retire. You cannot add a **domestic partner** and/or **domestic partnership dependents** after you retire.

More information may be found in the SPD for The Avaya Inc. Retiree Dental Expense Plan.

When you retire, you will also have the option to continue coverage under **COBRA**. A **COBRA** enrollment package will also be sent automatically to your home address.

If You Transfer

If you transfer to another **Participating Company**, it will not affect your participation in the Dental Plan. If you transfer to a non-Participating Company, your coverage under the Dental Plan ends on the last day of the month in which you are no longer an **eligible employee**.

If You Are Rehired

If you leave the Company and then return after a break in service, your coverage resumes based on the Dental Plan's eligibility rules and the service bridging rules of The Avaya Inc. Pension Plan or The Avaya Inc. Pension Plan for Salaried Employees (see "Who Is Eligible" and "When Coverage Begins").

If You Become Disabled

Your participation in the Dental Plan may be affected if you become disabled.

If you are absent due to a temporary disability and are collecting sickness or accident disability benefits under The Avaya Inc. Sickness and Accident Disability Benefit Plan, then you are eligible to continue coverage under the Dental Plan. You will be subject to the same costs as an active employee during that time. This coverage will continue for as long as you continue to receive benefits under The Avaya Inc. Sickness and Accident Disability Benefit Plan.

If you are collecting benefits under The Avaya Inc. Long-Term Disability Plan, you are no longer eligible for coverage under the Dental Plan. However, you may be eligible to continue coverage for yourself and your **eligible covered dependents** through **COBRA**. See “Continuing Your Dental Coverage Through COBRA.”

Your coverage under the Dental Plan will automatically resume on your first day of work upon your return.

If You Take an Approved Leave of Absence

If you take an approved leave of absence, you can continue dental coverage for yourself and your **covered dependents**. In some instances, you will have to pay the full cost. A leave of absence to enter active military service is not considered a leave under the Dental Plan. If you enter the military, except for reserve training, coverage for you and your **covered dependent** under this Dental Plan ends. You and your **covered dependents** will be notified of any continuation rights available under **COBRA**.

If you are eligible for a leave under the Family and Medical Leave Act of 1993, as amended (FMLA), Avaya Inc. will comply with this legislation.