

## HIGHLIGHTS

Here is a summary of some features of the Dental Plan.

Plan Feature	Summary
Eligibility	<p>If you are an <b>eligible employee</b> (a regular, active, full-time or part-time, represented employee who works for a <b>Participating Company</b>), you are eligible for coverage. You may also enroll your <b>eligible dependents</b> under the same coverage option you choose for yourself.</p>
When Coverage Begins	<p>If you are a <i>full-time</i> <b>eligible employee</b>, you and your <b>eligible dependents</b> are automatically <b>covered</b> under the <b>Traditional option</b> on the first day of the month in which you attain six months of <b>net credited service</b> with a <b>Participating Company</b> provided you enroll your dependents within 31 days of eligibility.</p> <p>If you are a newly hired, regular, active, full-time or part-time, represented employee, and you were <b>covered</b> as an <b>eligible dependent</b> of another Avaya Inc. employee on the day immediately before your date of hire, you are eligible for Dental Plan coverage as an employee on your first day of active service with a <b>Participating Company</b>.</p> <p>If you wish, you may enroll for coverage earlier by paying the full coverage cost during the waiting period (see “Enrolling Early”). This cost is waived if you meet the eligibility requirements to be <b>covered</b> as a dependent of another Avaya Inc. employee or retiree.</p> <p>You must enroll:</p> <ul style="list-style-type: none"> <li>• To begin coverage before you complete six months of <b>net credited service</b>,</li> <li>• To select the <b>Dental Maintenance Organization (DMO)</b>, or</li> <li>• To add your <b>eligible dependents</b>.</li> </ul>

Plan Feature	Summary
<p>Coverage Options and Coverage Amounts</p>	<p>The coverage options available are the:</p> <ul style="list-style-type: none"> <li>• <b>Traditional option</b>, and</li> <li>• <b>DMO</b>.</li> </ul> <p>The <b>Traditional option</b> pays 100% of <b>reasonable and customary charges</b> for <b>covered</b> “Type A” diagnostic and preventative care expenses, such as routine oral exams. Benefits for other <b>covered</b> services (“Type B” expenses), such as crowns, are based on regional schedules after you meet a \$50 lifetime deductible.</p> <p>The <b>DMO</b> option covers 100% of certain basic and specialty services such as routine oral exams and selected periodontal procedures. All other eligible services under the <b>DMO</b> are <b>covered</b> at 75%.</p> <p>Both the <b>Traditional option</b> and <b>DMO</b> cover orthodontic treatment. Under the <b>Traditional option</b>, there is a \$1,500 lifetime maximum per person. The <b>DMO</b> covers 50% of eligible charges per person with a maximum benefit of \$1,000 for non-network orthodontic procedures.</p> <p>If you go to a non-participating dentist under the <b>DMO</b>, your benefit will be lower. In addition, an annual deductible will apply to you and each of your <b>covered dependents</b>. Non-participating benefits are not available in all states.</p>
<p>Changing Your Coverage</p>	<p>You may switch between the <b>Traditional option</b> and <b>DMO</b> by calling the <b>Claims Administrator</b> (see “Important Contacts”) at any time, but no more than once a month.</p> <p>If you have a <b>qualified status change</b> during the Plan Year, you can change your dental coverage within 31 days after the date of the qualifying event.</p>
<p>Information About the Dental Plan</p>	<p>Use this document as a reference and call the <b>Claims Administrator</b> (see “Important Contacts”) for specific benefit coverage information. For questions about eligibility, your benefit options or to enroll, call the <b>Avaya Health and Benefits Decision Center</b> (see “Important Contacts”).</p>

The Avaya Inc. Dental Expense Plan

Plan Feature	Summary
Cost	<p>If you are a <i>full-time eligible employee</i> with at least six months of <b>net credited service</b>, the Company pays 100% of the coverage cost for you and your <b>eligible dependents</b>. You may begin coverage before you complete six months of <b>net credited service</b> by enrolling and paying the full coverage cost.</p> <p>If you are a <i>part-time eligible employee</i>, see “The Cost of Coverage.”</p>