

CONFIDENTIALITY, ETHICS AND INDEPENDENT JUDGMENT

Your use of the Legal Services Plan is confidential. The attorney will maintain the strict confidentiality of the traditional attorney and client relationship. No one will interfere with your attorney's independent exercise of professional judgment when representing you. Avaya Inc. and the unions will not have access to information concerning your legal matters or the services you receive. The Plan Administrator (see "Important Contacts") will have access only to statistical information needed to administer the Legal Services Plan.

All **Plan Attorney** services provided under the Legal Services Plan are subject to ethical rules established by the appropriate courts. Also, all **Plan Attorneys** are required to adhere to the Legal Services Plan rules.

The **Plan Attorney's** obligations are exclusively to you; the attorney's relationship is exclusively with you. The law firms providing covered legal services under the Legal Services Plan are responsible for all services provided by their attorneys. In addition, Avaya Inc., the unions, the Legal Services Plan, and their directors, officers and employees have no liability for the conduct of any attorney or the services provided.