

## **EMPLOYMENT-RELATED EVENTS**

Your coverage under the Legal Services Plan will end if certain events occur. For more information, see “Continuation of Coverage for Open Matters.”

### ***If You Change Your Job Classification***

If your job classification is changed to salaried, it will affect your eligibility for Legal Services Plan benefits as follows:

- Coverage under the Legal Services Plan will end on the last day of the month in which your status changes. However, covered services for an **open matter** will be completed under the Legal Services Plan.
- Your status change to a salaried position will make you eligible to participate in the voluntary legal services program offered to salaried employees.

### ***If Your Employment Terminates***

Your coverage under the Legal Services Plan ends on the last day of the month in which your employment ends.

### ***If You Are Laid Off***

Your coverage under the Legal Services Plan ends on the last day of the month following the month in which you are laid off.

### ***If You Leave the Company and Are Rehired***

If you leave the Company and then return after a break in service, your coverage will resume in accordance with the service bridging rules of The Avaya Inc. Pension Plan (see “Who Is Eligible” and “When Coverage Begins”).

### ***If You Become Disabled***

You are eligible for coverage under the Legal Services Plan during any period you are eligible to receive benefits under The Avaya Inc. Sickness and Accident Disability Benefit Plan.

If you become eligible for benefits under The Avaya Inc. Long-Term Disability Plan, then you are no longer eligible for coverage under the Legal Services Plan.

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

***If You Take an Approved Leave of Absence***

If you are on an approved leave of absence, you may be able to continue the Legal Services Plan. This depends on the type of leave.

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