

HIGHLIGHTS

Here is a summary of some features of the Legal Services Plan.

Plan Feature	Summary
Eligibility	<p>If you are an eligible employee (a regular, active, full-time or part-time, represented employee with at least six months of net credited service who works for a Participating Company), you and your eligible dependents are eligible for coverage.</p>
When Coverage Begins	<p>If you are an eligible employee, you and your eligible dependents are automatically covered under the Legal Service Plan on the first day of the month in which you attain six months of net credited service with a Participating Company. You may elect to waive coverage.</p>
Coverage Provided	<p>The Legal Services Plan provides coverage for certain pre-paid <i>personal</i> legal services that are authorized by the Claims Administrator. Some examples of covered services are:</p> <ul style="list-style-type: none"> • Consultations with an attorney • Separation, divorce or annulment proceedings • Preparation of wills and codicils • Real estate sale, purchase or refinancing of your primary residence <p>Legal services relating to your employment at Avaya Inc., business ventures or investments are not covered. In addition, specific limitations and exclusions apply.</p> <p>Benefits are only available for covered services authorized in advance by the Claims Administrator (see “How the Plan Works”). In most cases, covered services are provided by Participating Law Firms. You will not pay any attorney fees for these services, but you will be billed for certain additional legal expenses. You may use a non-Participating Law Firm; however, reimbursement to you will be in accordance with a set schedule.</p>

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Information about the Legal Services Plan	To be eligible for benefits, you should call the Claims Administrator (see “Important Contacts”) for authorization <i>before</i> you contact any attorney. If you do <i>not</i> get authorization in advance, <i>benefits may be denied</i> . This means you will be responsible for paying all legal fees and related expenses for covered services.
Cost	If you are an eligible employee , the Company pays 100% of the coverage cost for you and your eligible dependents . Due to Federal income tax laws, you may be taxed on the imputed income for the premium cost paid by Avaya for coverage.