

EMPLOYMENT-RELATED EVENTS AFFECTING COVERAGE

Your coverage under the Long-Term Care Plan will end if certain events occur.

If You Change Your Job Classification

If your job classification is changed to salaried, your participation in the Long-Term Care Plan does not change.

If You Terminate Your Employment

Your eligibility to make payroll deducted contributions to the Long-Term Care Plan ends if your employment with a **Participating Company** ends for any reason. However, you are able to continue your coverage by paying the required premiums directly to the Insurer (see “Important Contacts”). The Insurer will automatically send you a direct billing package.

If You Are Laid Off

See “If You Terminate Your Employment.”

If You Become Disabled

If you become eligible for benefits under The Avaya Inc. Long-Term Disability Plan, you are able to continue your coverage by paying the required premiums directly to the Insurer (see “Important Contacts”). The Insurer will automatically send you a direct billing package.

If you become eligible for benefits under The Avaya Inc. Sickness and Accident Disability Benefit Plan, payroll deducted contributions to the Long-Term Care Plan will continue for the duration that you continue on Avaya Inc.’s payroll.

If You Take an Approved Leave of Absence

Your eligibility to make payroll deducted contributions to the Long-Term Care Plan ends if your employment with a **Participating Company** ends for any reason. However, you are able to continue your coverage by paying the required premiums directly to the Insurer (see “Important Contacts”). The Insurer will automatically send you a direct billing package. If reinstated within the same Plan Year, you need to call the Insurer to have payroll deductions resumed.