

## **EMPLOYMENT-RELATED EVENTS AFFECTING COVERAGE**

As an **eligible employee**, your coverage under the LTD Plan will end if certain events occur.

### ***If You Change Your Employment Status***

If your employment status changes from represented to salaried, it will affect your eligibility for LTD Plan benefits as follows:

- Coverage under the LTD Plan will end on the date of your status change.
- Your status change to a salaried position will make you eligible to participate in The Avaya Inc. Long-Term Disability Plan for Salaried Employees.
- If you are temporarily promoted to a salaried position for a 12-month period or longer, you are eligible to participate in The Avaya Inc. Long-Term Disability Plan for Salaried Employees once you have completed the 12-month period.

### ***If You Terminate Your Employment***

Your coverage under the LTD Plan ends on the date of your termination.

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

Your coverage under the LTD Plan ends on the date 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 and The Avaya Inc. Pension Plan for Salaried Employees.

### ***If You Transfer***

If you transfer to another **Participating Company**, it will not affect your participation in the LTD Plan. If you transfer to a non-Participating Company, you will no longer have coverage under the LTD Plan.

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

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.