

INTRODUCTION

The Avaya Inc. Long-Term Disability Plan (LTD Plan) is one of the important benefits that Avaya Inc. provides for you. If you ever become disabled with a non-job-related disability, and you qualify for LTD Plan benefits, the LTD Plan may replace part of your pay if you are out of work for an extended period of time.

If you qualify for LTD Plan benefits, the LTD Plan begins paying benefits when your sickness disability benefits under the **Sickness and Accident Disability Benefit Plan** expire. The LTD Plan provides benefits in combination with other plans provided by **Participating Companies** and with benefits provided by the government.