

## HIGHLIGHTS

Here is a summary of some features of the Medical Plan.

| Plan Feature | Summary  |
|--------------|--|
| Eligibility  | <p>If you are an <b>eligible employee</b> (a regular, active, full-time or part-time, represented employee who works for a <b>Participating Company</b>), you are eligible for coverage. You may also enroll your <b>eligible dependents</b> under the same coverage option you choose for yourself.</p>   |
| Enrollment   | <p>If a Medical Plan option is assigned to you based on your job classification and on where you live, Avaya Inc. automatically covers you starting on the first day of the month in which you complete six months of <b>net credited service</b> (see “Assigned Option”). Coverage is also available for your <b>eligible dependents</b>, but you <u>must</u> enroll them within 31 days of eligibility by calling the <b>Avaya Health and Benefits Decision Center</b> (see “Important Contacts”).</p> <p>If you wish, you may enroll for coverage earlier by paying the full coverage cost during the waiting period (see “Enrolling Early”). This cost is waived if you meet the eligibility requirements to be <b>covered</b> as a dependent of another Avaya Inc. employee or retiree (see “Avaya Inc. Families”).</p> <p>You must enroll:</p> <ul style="list-style-type: none"> <li>• To begin coverage before you complete six months of <b>net credited service</b>,</li> <li>• To select an option other than your <b>assigned option</b>, including declining coverage,</li> <li>• To add your <b>eligible dependents</b>, or</li> <li>• To elect Medical Plan coverage for yourself and any dependents, if you have no <b>assigned option</b>.</li> </ul> <p>In addition, you may decline Avaya Inc.’s coverage to be a dependent of another <b>eligible employee</b> or if you certify that you have medical coverage outside of Avaya Inc. If you are an <b>eligible employee</b> and have medical coverage outside of Avaya Inc., you may be eligible to receive cash back in your paycheck.</p> |

| Plan Feature                              | Summary   |
|---|---|
| Covered Expenses                          | <p><b>Covered</b> expenses and benefit levels vary with the option you choose and the <b>provider</b> you use. Some examples of covered expenses are the following, if <b>medically necessary</b>:</p> <ul style="list-style-type: none"> <li>• Hospitalization</li> <li>• Surgery</li> <li>• Doctor’s visits</li> <li>• Chiropractic care</li> <li>• Acupuncture</li> <li>• <b>Extended care facilities</b></li> <li>• <b>Home health care agency</b> services</li> <li>• <b>Hospice</b> care</li> </ul> |
| How to Get the Most from the Medical Plan | <p>To get the most from your Medical Plan, read about the options available to you. Learn what services are <b>covered</b> and how to access those services. For example, does the option pay higher levels of benefits for <b>network providers</b>? Learn when you need to pre-certify care, such as for a <b>hospital</b> stay.</p>  |
| Information About the Medical Plan        | <p>Use this document as a reference and call your <b>health care company</b> for specific benefit coverage information. For questions about eligibility, your benefit options, or to enroll, contact the <b>Avaya Health and Benefits Decision Center</b> (See “Important Contacts”).</p>   |
| Cost                                      | <p>The cost of coverage varies by option and level of coverage. Your contributions are generally deducted on a pre-tax basis.</p> <p>You may begin coverage before you complete six months of <b>net credited service</b> by enrolling and paying the full coverage cost.</p>   |