

APPENDIX B: TRANSITION LEAVE OF ABSENCE

A Transition Leave of Absence (TLA) allows a participant to reach service pension eligibility under the Plan by (a) completing the time required to satisfy the age and/or service requirements for service pension eligibility on a TLA, and/or (b) satisfying the net credited service bridging rules that allow you to bridge to service that would satisfy those service requirements. The time on a TLA is *not* counted for any other purpose.

You are eligible for a TLA if you are within one year of the age and/or service requirements for a service pension and:

- You terminate from the active payroll (either voluntarily or involuntarily) under an Avaya Inc. force management program, or
- You are included in a group of employees whose workgroup is sold to a non-Avaya Inc. entity and you become employed by the new owner, if no pension assets are transferred in connection with the transaction, and service credit for your employment with Avaya Inc. is not recognized under the new owner's plan pursuant to the terms of the transaction.

You are *not* eligible for a TLA if you are service pension-eligible under the terms of the Plan.

If you are eligible for a TLA, the TLA will begin the day after your termination and will end on the earliest of:

- The first anniversary of your termination date,
- The date you reach the required age and/or service to become service pension-eligible under the Plan,
- The date of your death (in which case you will not reach service pension eligibility), or
- 12 months minus the number of months and days on sickness disability benefits following your termination date or if you are eligible for sickness disability benefits under The Avaya Inc. Sickness and Accident Disability Benefit Plan.

Your TLA will be canceled retroactive to your last day on the active payroll if you are (re)hired by:

- Avaya Inc,
- A participating company,
- A non-participating Avaya subsidiary company, or

- Any interchange company if you are covered under an interchange agreement and, if applicable, you do not elect to waive such coverage.

If your TLA is cancelled, service credit will not be granted for any period of the TLA and you will not attain service pension eligibility based on your TLA.

The period of your TLA is added to your actual age and service on your termination date solely for purposes of determining eligibility for a service pension under the Plan. With a TLA, your service pension will be calculated based on your actual age and service and the Plan provisions in effect on your termination date. Any early commencement discount will be calculated based on your actual age and service on your last day on the active payroll before the start of your TLA.