

INTRODUCTION

The Avaya Inc. Pension Plan (Plan) became effective October 1, 2000, as a successor to The Lucent Technologies Inc. Pension Plan (Lucent Plan). The Plan is responsible for all benefits accrued by participants under the Lucent Plan who became employees of Avaya Inc. on October 1, 2000. The Plan recognizes an employee's service and compensation under the Lucent Plan as of September 30, 2000. Any date before October 1, 2000 referred to in this summary refers to that date under the Lucent Plan.

The Plan is an important part of your financial security. It can provide a source of continuing income, along with Social Security, during your retirement years. It may provide survivor benefits to your eligible spouse or other named beneficiary in certain specified instances. The Plan is provided at no cost to you.

This SPD summarizes the key features of the Plan. You can find complete details in the official Plan documents that legally govern the operation of the Plan. All statements made in this SPD are subject to the provisions and terms of those documents.