

EMPLOYMENT-RELATED EVENTS AFFECTING COVERAGE

As an **eligible employee**, your coverage under the Sickness and Accident Disability Benefit 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 Sickness and Accident Disability Benefit Plan benefits as follows:

- Coverage under the Sickness and Accident Disability Benefit Plan will end on the date in which your status changes.
- Your status change to a salaried position will make you eligible to participate in The Avaya Inc. Short-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. Short-Term Disability Plan for Salaried Employees once you have completed the 12-month period.

If You Terminate Your Employment

Your coverage under the Sickness and Accident Disability Benefit Plan ends on the date of your termination.

If You Retire

Your coverage under the Sickness and Accident Disability Benefit Plan ends on the date of your retirement.

If You Are Laid Off

Your coverage under the Sickness and Accident Disability Benefit 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 or 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 Sickness and Accident Disability Benefit Plan. If you transfer to a non-Participating Company, you will no longer have coverage under the Sickness and Accident Disability Benefit Plan.

If You Take an Approved Leave of Absence

If you take an approved leave of absence under the Family and Medical Leave Act of 1993, as amended, Avaya will comply with this legislation.

Certified disabilities will run concurrent with the Family and Medical Leave Act as long as you are eligible.