

MISCELLANEOUS COVERAGE INFORMATION

Benefit Limits

There are benefit limits under the Sickness and Accident Disability Benefit Plan. For example:

- You cannot receive both accident and sickness disability benefits at the same time,
- If you receive sickness and accident disability benefits under law from another source (e.g., Workers' Compensation or state disability benefit laws) similar to those provided under the Sickness and Accident Disability Benefit Plan, the amount you receive from Avaya Inc. is reduced by the amounts you receive from those other sources. However, sickness and accident disability benefit payments are not reduced for disability benefits you receive for military service or under Social Security, and
- Accident disability benefits may not be payable under the Sickness and Accident Disability Benefit Plan if you make a claim or bring a suit for damages on account of injury (other than a claim or suit based on discrimination or any right protected by statute), outside the provisions of the Sickness and Accident Disability Benefit Plan, against Avaya Inc. or any other Company with which arrangements have been made for an interchange of benefit obligations.

Social Security

Social Security may also provide disability benefits to employees who qualify. Social Security benefits are paid in addition to benefits paid under the Sickness and Accident Disability Benefit Plan.

In order to receive Social Security benefits, you must apply for them. For more information, contact your local Social Security office. You can find the address in the telephone book under United States Government.