

COVERAGE UNDER THE PLAN

The Vision Care Plan covers:

- Routine eye exams with dilation as necessary,
- One eyeglass frame, if fitted and used with prescription lenses, and
- One pair of eyeglass lenses *or* one pair of prescription contact lenses *or* one supply of disposable contact lenses.

The Vision Care Plan will also pay benefits for a related visit to an ophthalmologist if:

- An optometrist refers you during a **covered** visit,
- The referral is medically necessary and not part of the optometrist's routine procedures, and
- The visit takes place within 60 days after you see the optometrist.

The Vision Care Plan pays benefits for the above services and supplies once in a 24-month period. This is known as the **24-month rule**.

See "Non-covered Items/Limited Charges," for network provider charges for these services. If you receive any of the above materials from a non-network provider, you are responsible for paying the full cost. Since these items are not **covered** under the Vision Care Plan, you will not receive reimbursement. However, you may be eligible for reimbursement of such non-covered expenses through The Avaya Inc. Health Care Reimbursement Account Plan.

Additional Purchases and Out-of-Pocket Discount

You will receive a 20% discount on remaining balances at network providers beyond plan coverage, which may not be combined with any other discounts or promotional offers, and the discount does not apply to network providers' professional services, disposable contact lenses or services provided by laser providers. You are also eligible for additional discounts on eyewear purchases. Once the initial benefit has been used, you are eligible for 40% off the retail price of a complete pair eyeglass purchase and 15% off conventional contact lenses.