

HIGHLIGHTS

Here is a summary of some features of the Vision Care Plan:

Plan Feature	Summary
Eligibility	If you are an eligible employee (a regular, active, full-time or part-time, represented employee with at least six months of net credited service who works for a Participating Company), you are eligible for coverage. You may also enroll your eligible dependents .
When Coverage Begins	<p>If you are a <i>full-time</i> eligible employee, you and your eligible dependents are automatically covered under the Vision Care Plan on the first day of the month in which you attain six months of net credited service with a Participating Company. You must enroll your eligible dependents within 31 days of your eligibility. If you are a part-time eligible employee, see “When Coverage Begins.”</p> <p>If you are a newly hired, regular, active, full-time or part-time represented employee, and you were covered as an eligible dependent of another Avaya Inc. employee on the day immediately before your date of hire, you are eligible for the Vision Care Plan coverage as an employee on your first day of active service with a Participating Company.</p>
Coverage Provided	The Vision Care Plan covers routine eye exams and prescription lenses (including one necessary eyeglass frame) or prescription contact lenses.
Benefits Paid Once in a 24-month Period	The Vision Care Plan pays benefits for each eligible service or supply once in a 24-month period. This applies individually to each person covered under the Vision Care Plan.
Benefits Paid Based on Your Choice of Provider	<p>Benefits are paid based on whether you received services from a network provider or from a non-network provider.</p> <p>While you are free to go to the provider of your choice, your out-of-pocket expenses are generally lower when you go to a network provider.</p>

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Cost	<p>If you are a <i>full-time eligible employee</i>, the Company pays 100% of the coverage cost for you and your eligible dependents.</p> <p>If you are a part-time eligible employee, see “The Cost of Coverage.”</p>