

INTRODUCTION

The Avaya Inc. Vision Care Plan encourages good eye care by paying part of the cost for routine eye exams, and prescription lenses (including one necessary eyeglass frame) or prescription contact lenses. You are eligible to use your vision care benefits once every 24 months.

The Plan offers coverage in two ways:

- Through providers who participate in the EyeMed Vision Care Access network, or
- Through providers who do not participate in the EyeMed Vision Care Access network.

When you need vision care services, you decide which provider you want to use. Generally, your out-of-pocket expenses are lower if you use an in-network EyeMed Vision Care provider from the Access panel.

If you are a full-time **eligible employee**, participation in the Vision Care Plan begins automatically on the first day of the month in which you attain six months of **net credited service**. You must enroll to cover **eligible dependents**. Avaya Inc. pays the full cost to provide you with this coverage.