

## **EMPLOYMENT-RELATED EVENTS**

Your coverage under the Business Travel Accident Plan will end if certain events occur.

### ***If You Change Your Job Classification***

If your job classification is changed to represented, your participation in the Business Travel Accident Plan does not change.

### ***If You Terminate Your Employment***

Your coverage under the Business Travel Accident Plan ends on the date of your termination.

### ***If You Are Laid Off***

Your coverage under the Business Travel Accident Plan ends on the date of your termination.

### ***If You Leave the Company and Are Rehired***

If you leave the Company and then return after a break in service, your coverage under the Business Travel Accident Plan will resume as of your first day of active re-employment.

### ***If You Transfer***

A transfer within Avaya Inc. or any of its subsidiaries will not affect your participation in the Business Travel Accident Plan.

### ***If You Become Disabled***

If you are absent due to a temporary disability *not* caused by a **qualifying accident** under the terms of this Business Travel Accident Plan, your participation in the Business Travel Accident Plan is suspended until the day you return to active work.

If you separate from service due to a permanent disability *not* caused by a **qualifying accident** under the terms of this Business Travel Accident Plan, you are no longer covered under the provisions of this Plan.

***If You Take an Approved Leave of Absence***

If you are on an approved leave of absence, coverage under the Business Travel Accident Plan is suspended. Coverage resumes when you return to active work.