

## **PARTICIPATING IN THE PLAN**

If you are an **eligible employee** (a regular, active, full-time or part-time, salaried employee who works for Avaya Inc. or one of its subsidiaries), you are eligible for Business Travel Accident Plan coverage.

Individuals who are employed by an independent company (such as an employment agency), or whose services are rendered pursuant to an agreement excluding participation in benefit plans are not eligible to participate in the Business Travel Accident Plan.

If you are an **eligible employee**, coverage is provided automatically by the Company to you at no cost beginning on your first day of active employment. You do not need to enroll.

Coverage for your **eligible dependents** is provided only when they are traveling on approved Company-paid business and relocation trips. If you file a claim, you may be required to provide proof that your dependents meet the eligibility requirements.