

## **AVAYA INC. FAMILIES**

Avaya Inc. has many families -- employees (or retired Avaya Inc. employees) whose **lawful spouse, domestic partner, children, or domestic partnership dependents** also are employed by (or retired from) Avaya Inc. This may affect your coverage under the Dental Plan.

### ***Enrollment Rules***

An **eligible employee** may cover another salaried Avaya Inc. employee or retiree. Therefore, if your **lawful spouse** or **domestic partner** is an active salaried employee, you may enroll as his or her dependent under the Dental Plan, or he or she may enroll as your dependent, but not both. If your spouse is a retired salaried employee, you may enroll as his or her dependent under The Avaya Inc. Retiree Dental Expense Plan for salaried employees. If you elect to be **covered** as a dependent under another salaried Avaya Inc. employee or retiree, you would not be eligible for cash back in your paycheck.

A salaried active or retired Avaya Inc. employee cannot enroll a represented Avaya Inc. employee or retiree as an **eligible dependent**.

Only one Avaya Inc. employee or retiree may enroll any given **eligible dependent**. Either you or your Avaya Inc. **lawful spouse** or **domestic partner**, as an employee or retiree, may cover your dependent **children**. A child may not be **covered** by both parents or by both a parent and a **domestic partner** at the same time.