

INTRODUCTION

The Avaya Inc. Dental Expense Plan for Salaried Employees (Dental Plan) is designed to promote good dental health through regular exams and preventative dentistry for you and your **eligible dependents**. You can enroll in the Dental Plan, which includes a **Preferred Provider Organization (PPO)** or **Dental Maintenance Organization (DMO[®])**, or elect No Coverage for yourself and your **eligible dependents**.

If you are a full-time **eligible employee**, Avaya Inc. automatically covers you in the **PPO** from your first day on the job. You must enroll to cover eligible family members or to select a dental option other than the **assigned option**.

The Dental Plan offers three types of coverage options:

- **Preferred Provider Organization (PPO)**
- **Dental Maintenance Organization (DMO)**
- International Dental

In addition, you may decline Avaya Inc.'s coverage to be a dependent of another **eligible employee** which may allow you to receive cash back in your paycheck.

This summary can help you compare the options and choose which one best meets your needs. While the options cover many of the same services and supplies, you will see differences in how you obtain care and how you pay for that care.

Note: (1) **DMO[®]** is a service mark of Aetna, Inc., registered in the U.S. Patent and Trademark Office.
(2) The **PPO** is administered by Aetna Life Insurance Company. The **DMO** is underwritten by Aetna Life Insurance Company, Aetna Dental of California Inc. (California), Aetna Dental Inc. (Texas), Aetna Dental Inc. (New Jersey), Aetna Dental Inc. (North Carolina) and/or Aetna Health Inc. (Arizona) (collectively, "Aetna").