

EMPLOYMENT-RELATED EVENTS

Your coverage under the Legal Services Plan will end if certain events occur. For more information, see “Continuation of Coverage for Open Matters.”

If You Change Your Job Classification

If your job classification is changed to represented, it will affect your eligibility for Legal Services Plan benefits as follows:

- Coverage under the Legal Services Plan will end on the last day of the month in which your status changes. However, covered services for an **open matter** will be completed under the Legal Services Plan.
- Your status change to a represented position will make you eligible for the legal services program offered to represented employees.

If Your Employment Terminates

If your employment terminates for any reason, your coverage under the Legal Services Plan ends on the last day of the month in which your employment ends.

If You Become Disabled

You are eligible for coverage under the Legal Services Plan during any period you are eligible to receive benefits under The Avaya Inc. Short-Term Disability Plan for Salaried Employees.

If you become eligible for benefits under The Avaya Inc. Long-Term Disability Plan for Salaried Employees, then you are no longer eligible for coverage under the Legal Services Plan.

Your coverage under the Legal Services Plan will automatically resume on your first day of work upon your return.

If You Take an Approved Leave of Absence

If you are on an approved leave of absence, you may be able to continue the Legal Services Plan. This depends on the type of leave.

If you are eligible for an FMLA leave under The Family and Medical Leave Act of 1993, as amended, Avaya Inc. will comply with this legislation.