

## HIGHLIGHTS

Here is a summary of some features of the Legal Services Plan.

Plan Feature	Summary
Eligibility	If you are an <b>eligible employee</b> (a regular, active, full-time or part-time salaried employee who works for a <b>Participating Company</b> ), you and your <b>eligible dependents</b> are eligible for coverage.
When Coverage Begins	If you are an <b>eligible employee</b> , you and your <b>eligible dependents</b> are covered under the Legal Services Plan on the first day of work with a <b>Participating Company</b> , if you elect to enroll for coverage within your initial enrollment period.
Coverage Provided	<p>The Legal Services Plan provides coverage for certain prepaid <i>personal</i> legal services. Some examples of covered services are:</p> <ul style="list-style-type: none"> <li>• <b>Consultations</b> with an attorney</li> <li>• Separation, divorce or annulment proceedings</li> <li>• Preparation of wills and codicils</li> <li>• Real estate sale, purchase or refinancing of your primary residence</li> </ul> <p>Legal services relating to your employment at Avaya Inc., business ventures or investments are not covered. In addition, specific limitations and exclusions apply.</p> <p>Benefits are only available for covered services authorized in advance by the <b>Claims Administrator</b> (see “How the Plan Works”). In most cases, covered services are provided by <b>Participating Law Firms</b>. You will not pay any attorney fees for these services, but you may be billed for certain additional legal expenses. You may use a <b>non-Participating Law Firm</b>; however, reimbursement to you will be in accordance with a set schedule.</p>
Information About the Legal Services Plan	To be eligible for benefits, enrolled participants should call the <b>Claims Administrator</b> (see “Important Contacts”) for authorization <i>before</i> contacting an attorney. If authorization is not obtained in advance, <i>benefits may be denied</i> . This means you will be responsible for paying all legal fees and related expenses for covered services.

<b>Plan Feature</b>	<b>Summary</b>
Cost	If you are an <b>eligible employee</b> , you pay 100% of the coverage cost for you and your <b>eligible dependents</b> . Your contributions are deducted on an after-tax basis.