

HIGHLIGHTS

Here is a summary of some features of the Medical Plan.

Plan Feature	Summary
Eligibility	<p>If you are an eligible employee (a regular, active, full-time or part-time, salaried employee who works for a Participating Company), you are eligible for coverage. You may also enroll your eligible dependents under the same coverage option you choose for yourself.</p>
Enrollment	<p>If there is an assigned Medical Plan option for your job classification, you are automatically enrolled for <i>individual</i> Medical Plan coverage. See “Assigned Option.” Coverage starts on your first day of work as an eligible employee.</p> <p>You <u>must</u> enroll by the date specified in your enrollment letter:</p> <ul style="list-style-type: none"> • To select an option other than your assigned option including declining coverage, • To add any eligible dependents, or • To elect Medical Plan coverage for yourself or your dependents if you have no assigned option. <p>In addition, you may decline Avaya Inc.’s coverage to be a dependent of another eligible employee or, if you certify that you have medical coverage outside of Avaya Inc., you may elect to decline Avaya Inc.’s medical coverage. If you are a full-time employee and have medical coverage outside of Avaya Inc., you may be eligible to receive cash back in your paycheck.</p>
Covered Expenses	<p>Covered expenses and benefit levels vary with the option you choose and the provider you use. Some examples of covered expenses are the following, if medically necessary:</p> <ul style="list-style-type: none"> • Hospitalization • Surgery • Doctor’s visits • Chiropractic care • Acupuncture • Extended care facilities • Home health care agency services • Hospice care

Plan Feature	Summary
How to Get the Most from the Medical Plan	To get the most from your Medical Plan, read about the options available to you. Learn what services are covered and how to access those services. For example, does the option pay higher levels of benefits for network providers ? Learn when you need to pre-certify care, such as for a hospital stay.
Information About the Medical Plan	Use this document as a reference and call your health care company for specific benefit coverage information. For questions about eligibility, your benefit options, or to enroll, contact the Avaya Health and Benefits Decision Center (see "Important Contacts").
Cost	The cost of coverage varies by option, tobacco-user status and level of coverage. Your contributions are generally deducted on a pre-tax basis.