

INTRODUCTION

The Avaya Inc. Pension Plan for Salaried Employees (The Plan) became effective October 1, 2000. The Plan is a successor to the Lucent Technologies Inc. Pension Plan (Lucent Plan). The Plan is responsible for all benefits accrued by participants under the Lucent Plan who became employees of Avaya on October 1, 2000. Any date before October 1, 2000 referred to in this summary refers to that date under the Lucent Plan.

The Plan was frozen as of December 31, 2003. This means that your Plan benefit will continue to grow with interest credits, but no additional pay credits will be added to your ABP account after January 1, 2004.

This SPD summarizes the key features of the Plan. You can find complete details in the official Plan documents that legally govern the operation of the Plan. All statements made in this SPD are subject to the provisions and terms of those documents.