

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. The Plan recognizes an employee's service and compensation under the Lucent Plan as of September 30, 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 age 65 pension benefit will be based on your net credited service and eligible compensation as of December 31, 2003. After December 31, 2003, your age 65 pension benefit will not change. Your additional net credited service and age after December 31, 2003, however, continue to count for purposes of determining whether you retire with a service pension, immediate vested pension or deferred vested pension, and any early commencement discounts.

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.