

APPENDIX A: TRANSITION LEAVE OF ABSENCE

A Transition Leave of Absence (TLA) allows an eligible participant to attain service pension eligibility under the Plan by (a) completing the time required to attain the age and/or service requirements for such a pension and/or (b) satisfying the net credited service bridging rule that would bridge you to service that would satisfy the service requirement for a service pension. The time on a TLA *is not* counted for any other purpose.

You are eligible for a TLA if you are within one year of the age and/or service requirements for a service pension and:

- You terminate from the active payroll (either voluntarily or involuntarily) under an Avaya force management program, or
- You are included in a group of employees whose work group becomes less than 50% owned by Avaya and you become employed by the new owner, if no pension assets are transferred in connection with the transaction, and service credit for your employment with Avaya is not recognized under the new owner's plan pursuant to the terms of the transaction.

You are *not* eligible for a TLA if you are already service pension eligible under the terms of the Plan.

If you are eligible for a TLA, the TLA will begin the day after your termination and will end on the earliest of:

- The first anniversary of your termination date,
- The date you reach the required age and/or service to become service pension eligible under the Plan,
- Your death (in which case you may not reach service pension eligibility), or
- 12 months minus the number of months and days of short-term disability benefits following your termination date.

Your TLA will be canceled retroactive to your last day on the active payroll if you are (re)hired by:

- Avaya
- A participating company
- A non-participating Avaya subsidiary or

- Any interchange company if you are covered under an interchange agreement and you do not waive coverage.

If your TLA is cancelled, service credit will not be granted for any period of the TLA and you will not attain service pension eligibility based on your TLA.

The period of your TLA will be added to your actual age and service on your termination date solely for purposes of determining eligibility for a service pension. With a TLA, your service pension will be calculated based on your actual age and service and the Plan provisions in effect on your termination date. Any early commencement discount will be based on your actual age and service on your last day on the active payroll before the start of your TLA.