

COMPANY CONTRIBUTIONS

Company Match for the HCRA

The Company does not provide any contribution to your **HCRA**.

Company Match for the CECRA

If you are a **CECRA** participant, will receive a match of \$0.25 for every \$1.00 you contribute to your **CECRA**. For example, if you contribute \$4,000 to your **CECRA**, Avaya will contribute \$1,000 to your account for a total of \$5,000.